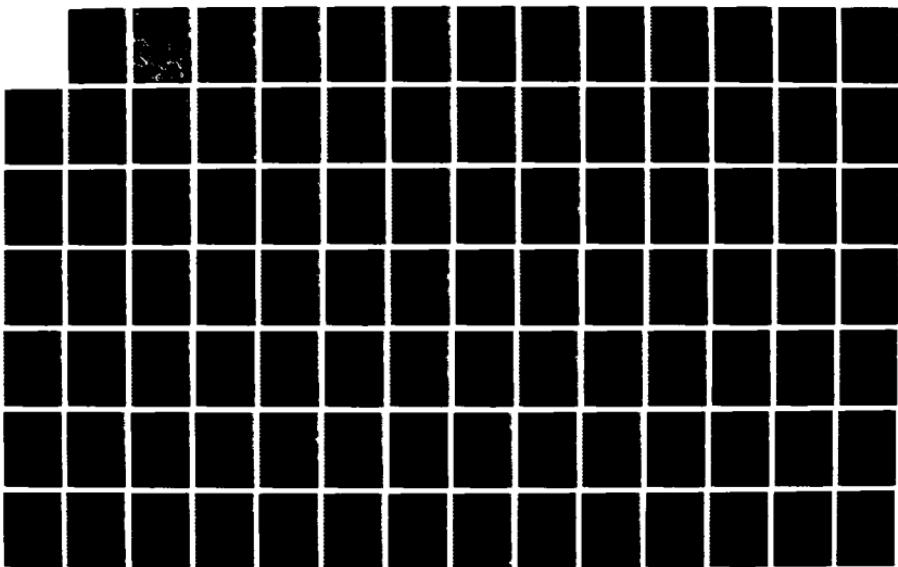
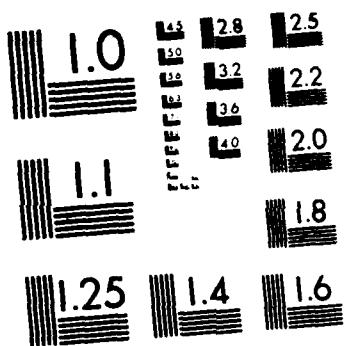


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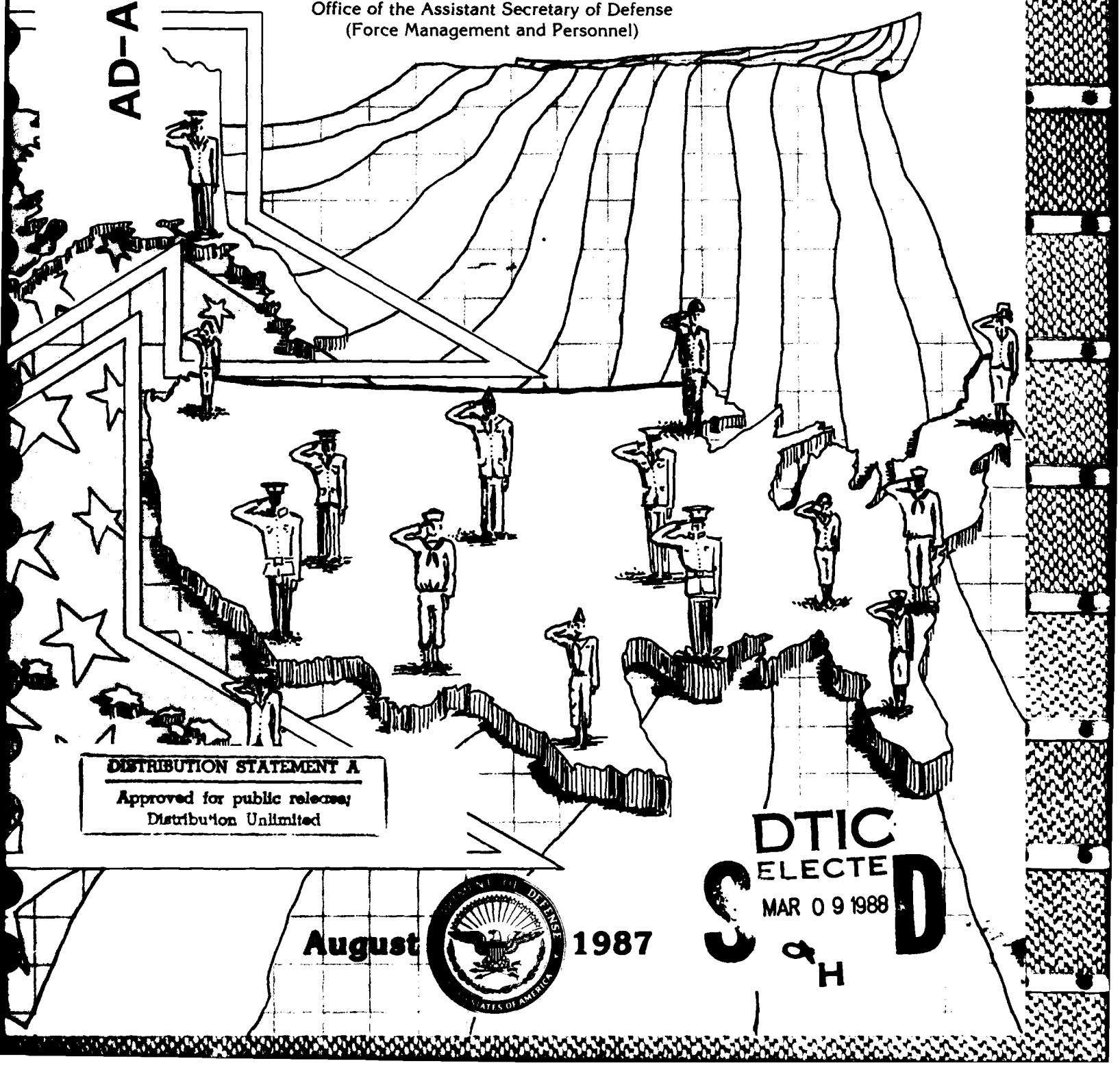
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Population Representation in the Military Services Fiscal Year 1986

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Office of the Assistant Secretary of Defense
(Force Management and Personnel)



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**POPULATION REPRESENTATION
IN THE MILITARY SERVICES
FISCAL YEAR 1986**

**Office of the Assistant Secretary of Defense
(Force Management and Personnel)**

August 1987

TABLE OF CONTENTS

<u>SECTION</u>	<u>TITLE</u>	<u>PAGE</u>
	EXECUTIVE SUMMARY	vii
I	POPULATION CHARACTERISTICS -- AN OVERVIEW	I-1
	Purpose	I-1
	Scope	I-1
	Introduction: Population Representation.....	I-2
	"Representation" in the Historical Setting	I-2
	Military Representation.....	I-3
	The Debate Continues: Representation Issues in the Active Duty Military.....	I-5
	Socioeconomic Representation	I-6
	The Shrinking Applicant Pool.....	I-8
	Summary	I-11
II	RECRUIT INFORMATION	II-1
	Introduction.....	II-1
	Applicants.....	II-1
	Geographic Distribution	II-5
	Education and Aptitude	II-11
	Education.....	II-12
	Aptitude.....	II-14
	Literacy.....	II-20
	Demographic-Related Characteristics.....	II-22
	Gender	II-22
	Race	II-24
	Age and Marital Status	II-26
	Summary of Findings	II-29
III	THE ACTIVE ENLISTED FORCE	III-1
	Introduction.....	III-1
	Personal Characteristics of the Enlisted Force	III-1
	Education and Aptitude	III-1
	Demographic-Related Characteristics	III-2

**TABLE OF CONTENTS
(CONTINUED)**

SECTION	TITLE	PAGE
	Organizational-Related Characteristics of the Enlisted Force.....	III-8
	Rank	III-8
	Occupation.....	III-9
	Summary of Findings	III-17
IV	CONCLUDING REMARKS	IV-1
	Regulating Enlistments	IV-1
	Measurement Difficulties	IV-2
	The "Quality" Dilemma.....	IV-3
	Distributing the "Burdens" of Military Service.....	IV-3
	Creating a "Representative" Military Force	IV-4
APPENDIX	A-1



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<i>A-1</i>	

TABLES AND FIGURES

TABLES

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
I-1	High School Graduates as a Percentage of Non-Prior Service Enlisted Accessions	I-10
II-1	Number of Applicants, by State and Service, FY 1986.....	II-2
II-2	Number of NPS Accessions, by State and Service, FY 1986.....	II-6
II-3	Percentage Distribution of NPS Enlisted Accessions Compared with 1986 18 to 21 Year Old Population, by Census Division, Fiscal Years 1980 Through 1986.....	II-8
II-4	Comparison of State Percentage Distribution of FY 1986 NPS Enlisted Accessions, by Service, with 1986 18 to 21 Year Old Population	II-9
II-5	Quality Indicators of Non-Prior Service Accessions, Fiscal Years 1980-1986	II-13
II-6	Percentage Distribution of AFQT Category Ranges for FY 1986 NPS Enlisted Accessions Compared with 1980 Civilian Youth Population.....	II-15
II-7	Percentage Distribution of High School Diploma Graduates (HSDG) and Mean AFQT Percentile Scores of NPS Enlisted Accessions by State, FY 1986	II-17
II-8	Comparison of AFQT Category Percentage Distributions of FY 1985 and FY 1986 NPS Accessions with 1980 Civilian Youth Population	II-19
II-9	Comparison of Mean Reading Grade Level of NPS Accessions with 1980 Civilian Youth Population, Fiscal Years 1981-1986	II-20
II-10	Percentage of Young Adults at or Above Average Reading Skills of Selected Grades	II-21
II-11	Women as a Percentage of NPS Accessions, by Service, Fiscal Years 1977-1986.....	II-23
II-12	High School Graduates as a Percentage of FY 1986 NPS Accessions, by Gender, Race/Ethnic Category, and Service	II-23

**TABLES AND FIGURES
(CONTINUED)**

TABLE	TITLE	PAGE
II-13	Minorities as a Percentage of NPS Accessions, by Service, Compared with the U.S. Population (18-21 Years), Fiscal Years 1980-1986	II-24
II-14	Minorities as a Percentage of U.S. Population (18-21 Years) and of NPS Accessions, by Gender and Service, FY 1986	II-25
II-15	Minorities as a Percentage of NPS Enlisted Accessions, by Race/Ethnic Category, FY 1986	II-27
II-16	Blacks as a Percentage of Total NPS Accessions and the U.S. Population (18 to 21 Years), by Service, Fiscal Years 1980-1986.....	II-27
II-17	Median Age for NPS Accessions, by Gender and Service, FY 1986	II-28
II-18	Percentage of Married FY 1986 NPS Accessions by Gender and Service, Compared with 18 to 24 Year Old Civilians	II-28
III-1	Percentage Distribution of Educational Attainment for the Active Enlisted Force, by Service and Years of Service, FY 1986.....	III-3
III-2	High School Graduates as a Percentage of Active Enlisted Force, by Service, and of Civilian Labor Force, Fiscal Years 1973-1986	III-4
III-3	Women as a Percentage of the Active Enlisted Force, by Service, Fiscal Years 1980-1986.....	III-5
III-4	Minorities as a Percentage of the Active Enlisted Force, by Service, Fiscal Years 1973-1986.....	III-6
III-5	Percentage Distribution of Active Enlisted Force, by Age and Service, FY 1986, Compared to the Civilian Labor Force	III-7

**TABLES AND FIGURES
(CONTINUED)**

TABLE	TITLE	PAGE
III-6	Percentage of Active Enlisted Force Which is Married, by Age Group, Gender, and Service, FY 1986, Compared to the Civilian Population	III-7
III-7	Percentage Distribution of Active Enlisted Personnel, by Pay Grade and Service, FY 1986	III-8
III-8	Percentage Distribution of Active Enlisted Force, by Pay Grade, Fiscal Years 1980-1986	III-9
III-9	Women as a Percentage of Active Enlisted Personnel in Each Pay Grade, by Service, FY 1986	III-9
III-10	Minorities as a Percentage of Active Enlisted Personnel in Each Pay Grade, by Service, FY 1986.....	III-10
III-11	Percentage Distribution of Enlisted Personnel by Broad Occupational Category and Service, FY 1986	III-11
III-12	Percentage Distribution of Active Enlisted Force, by Broad Occupational Category, Fiscal Years 1980-1986	III-13
III-13	Average AFQT Percentile Scores of Enlisted Personnel, by Service and Occupational Category, FY 1986.....	III-14
III-14	Women as a Percentage of Active Enlisted Personnel, by Occupational Category and Service, FY 1986	III-15
III-15	Minorities as a Percentage of Active Enlisted Personnel, by Occupational Category and Service, FY 1986	III-16

**TABLES AND FIGURES
(CONTINUED)**

TABLE	TITLE	PAGE
A-1	Graduates of Public High Schools for FY 1986, by State, Compared with 18 Year Old Population	Appendix
A-2 thru A-22	Outcome of Application Process for FY 1986 Non-Prior Service Applicants by Census Region, Census Division, and State	Appendix

FIGURES

FIGURE	TITLE	PAGE
I-1	Resident Population Projections.....	I-9
A-1 thru A-12	Maps	Appendix

EXECUTIVE SUMMARY

THE FISCAL YEAR 1986 REPORT

This volume is the thirteenth annual report on the applicants for and members of the Armed Forces. In particular, it is an assessment of the makeup of the total active enlisted force for all Services as of the end of Fiscal Year (FY) 1986. The key emphasis is an analysis of the demographic, educational and aptitude characteristics of current members, with historical trends examined for a selected statistical series.

Section I presents an introduction to some of the relevant issues addressed in this report such as the possible difficulties faced due to a diminishing applicant pool caused by declining birth trends.

In Section II the background characteristics of applicants for enlistment during FY 1986 are examined. Correlations are developed between the applicant population and those applicants who contracted for enlistment into the Armed Services. Additionally, recruits' geographic distribution, aptitude test scores, educational level, gender, race, age, and marital status are examined in detail.

Section III examines characteristics of the entire active enlisted force. This section is an update of the FY 1985 report, and will follow closely the structure of that edition. Information is included regarding educational level, aptitude, gender, race, age, and marital status, as well as selected organizational characteristics such as pay grade (by Service, gender, and minority status) and occupation (by Service, gender, minority status, pay grade, and measure of aptitude).

Section IV concludes this report with some important remarks concerning representation and the issues raised when proportional representation becomes a central goal.

SECTION I

POPULATION CHARACTERISTICS -- AN OVERVIEW

PURPOSE

This report, prepared by the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel), represents the thirteenth in a series of annual reports responding to the Senate Armed Services Committee Report Number 94-884, May 1974. In that report, the Committee directed the Office of the Secretary of Defense (OSD) to submit annual reports to the Congress on the composition of the military's active enlisted force.

SCOPE

The Population Representation report is a presentation of selected demographic information currently available on FY 1986 military personnel accessions and active duty military personnel to include geographic distribution, educational level, and other demographic factors. Information made available to the Congress in earlier reports has been updated and expanded. To more fully analyze the FY 1986 accessions, two areas of interest have been enhanced. Previous editions did not explain the difference between the number of applicants tested and the number actually qualified to enter the Armed Services. In this edition we present, by Service and reason for disqualification, the number of applicants not qualified for entrance. The second enhancement relates to the numbers used to represent the FY 1986 high school graduates. The figures are based on each state's Department of Education statistics, and can be found in Appendix Table A-1. This will allow for a more accurate analysis of population trends within that age group.

INTRODUCTION: POPULATION REPRESENTATION

"REPRESENTATION" IN THE HISTORICAL SETTING

"Representation," it has been said, means more in the United States than in any other nation. Indeed, the American self-image is that of a country where unity is achieved amid social diversity; where people of many backgrounds can live in harmony and come together for a common cause; and where, through democratic governance, the Nation's great institutions can be called upon to represent the varied community interests and characteristics of the general population.

The concept of representation is grounded in the belief that agencies of government should reflect the views of the public as closely as possible. Optimal representation is achieved, the view holds, by creating an approximate model of the population within the membership of Governmental organizations; in other words, by fostering an organization comprising the same elements, in roughly the same proportions, as are found in the general population. The underlying premise is that individuals can be assigned to groups -- by such characteristics as age, sex, race, religion, attitudes, socioeconomic position, geographic region, and so on -- and then be counted as "representatives" of these groups.

Although the concept has been a part of political thought for hundreds of years, only recently has it spread in this country from the political to the social sphere. Representation theory was applied to the bureaucracy in the 1940s, and during the 1960s it began to receive emphasis in military manpower staffing.

About twenty years ago, "quota consciousness" emerged as a major social and political issue, led by the drives for civil rights, women's liberation, and welfare rights; and augmented by Supreme Court rulings, the War on Poverty, and legislation intended to foster a more "balanced society." The resulting heightened awareness of group

participation and "statistical parity" has remained a fixed standard of public policy. The issue of representation currently manifests itself in many ways, including numerical placement policies in education and equal employment opportunity in the workplace; in "balanced" political party tickets; in public concern over appointments to public office of ethnic/racial minorities and women; in symbolic portrayals of the American population; and in the ongoing minority and women's rights movements.

MILITARY REPRESENTATION

The American military has always emphasized the diversity of its membership. It is the nature of the military organization to purposely bring together persons from varied backgrounds -- young men and women from all states and territories, all major demographic groups and social categories -- to serve in the Nation's defense. Popular literature and the mass media have helped to foster this image of the American military as a kind of ultimate melting pot, where the diverse elements of our population mix and work together in an application of the society's proudest traditions and cultural values.

At the heart of the issue of military representation in the U.S. is the concept of the "citizen-soldier" and the demographic imperative, asserted by George Washington, that "every Citizen who enjoys the protection of a free Government, owes not only a proportion of his property, but even of his personal services in the defense of it . . ."¹ More recently, expressions of interest in military representation can be traced to the movement for "equality of service" in the 1960s which, along with perceived inequities in Selective Service policies, contributed to extensive draft reform, the draft lottery, and the eventual demise of peacetime conscription.

¹ George Washington, "Sentiments on a Peace Establishment," in Walter Millis, ed., American Military Thought (Indianapolis: Bobbs-Merrill Co., 1966), p. 23.

Prior to the mid-1960s, the term "representation" was rarely used in direct reference to the military or to the manner in which the military filled its ranks. Since the 1966-1967 draft extension debates, however, "representation" has become a measure of the "social justice" or equity of the distribution of military service. "Representation," some contend, provides a definitive answer to the long-standing question: "Who shall serve when not all serve?" Fairness can be assured to the extent that those who *do* serve in the military represent a cross section of all who are otherwise eligible. Military service can be said to be equally and fairly distributed across all sectors of society when identified groups are present in proportion to their presence in the total population.

Since the Vietnam era, direct references to military "representation" have appeared with continuing frequency in Government-sponsored studies and reports, magazine and newspaper articles and editorials, and general literature in the social sciences. The term has become an accepted part of the military manpower vernacular, and no discussion of the military is complete today without some mention of social demography and the proportional distribution of one population category or another in the composition of the Armed Forces.

Scholars who have studied the evolution and development of "representation" theory find that its proponents call upon three basic principles to argue their positions: (1) there is a need to have a "legitimate" military of citizen-soldiers who can recreate the social fabric of American life; (2) those who serve must have the necessary characteristics to assure that the military is a highly capable, cohesive, and effective fighting force (in symbol as well as in deed); and (3) there must be an equitable system of military service, where the "benefits and burdens" (or rights and responsibilities) of national defense are distributed justly (proportionately) throughout society. It is these three features or aspects of national policy -- political legitimacy, military effectiveness,

and social equity -- that currently frame the discussion about the types of people who are volunteering for military service.

THE DEBATE CONTINUES: REPRESENTATION ISSUES IN THE ACTIVE DUTY MILITARY

Public and Congressional interest in the demographic characteristics of military personnel was perhaps strongest during the Vietnam War. The Selective Service System during this period was roundly criticized by many for its deferment policies and practices that appeared to insulate the sons of more affluent families from the fighting. This assessment was reinforced when the early casualty statistics were reported, showing that blacks accounted for more than one out of every five Army combat deaths. In fact, by war's end, the proportion of combat fatalities among black troops had fallen and was roughly the same as the proportion of blacks in both the general population and the Army's enlisted ranks. But the inequities of the Selective Service System had fueled the arguments of its critics, and steps were already being taken to establish a voluntary peacetime military.

Just a few years ago, there was renewed debate concerning the "representativeness" of the military's rank and file. The formation of study groups and commissions evidenced the fact that some observers were dissatisfied with the demographic composition of the Armed Forces. Somewhat ironically, those who sought to restore conscription took the same view that had led to the demise of the draft -- namely, that the recruiting system was filling the ranks with disadvantaged minorities, the poor, and others who were being forced by their misfortune to bear arms for an "employer of last resort." A news magazine reported in 1981 that "some critics complain that an all-volunteer military will become increasingly unrepresentative of American

society," and "if the President's plans for a massive defense buildup move ahead on schedule, a return to the draft seems all but inevitable."²

The Military Services have been criticized from time to time for not representing a cross section of the youth population. Even at this writing, there are active proposals to return to conscription or some form of universal, national service, based in part on the argument that compulsory service will produce a military that is more representative of the general population's racial, ideological, and socioeconomic composition.

SOCIOECONOMIC REPRESENTATION

In this report an effort is made to explore as many areas of similarity and difference as possible between the military and the general population. As mentioned above, one of the measures of "representativeness" of volunteers for military service is socioeconomic background. The sponsors of this annual report have sought for some years to develop a source of data that could be presented as a legitimate reflection of the socioeconomic background of applicants and recruits as compared to the socioeconomic status (SES) of the corresponding population of the nation.

Most available SES information depicts predominant socioeconomic characteristics within geographic divisions, as derived from census data. While these generalizations are useful for demographic trend analyses and in preparation of advertising campaigns, even the finest divisions (e.g., by ZIP Code) are not reliable for the purposes of this report. That is to say, we cannot assume that applicants who indicate a given ZIP for their current address have come from the socioeconomic background that prevails in the ZIP Code area.

² "Why a Draft Seems Certain," Newsweek, June 8, 1981, p. 39.

Encouraged by suggestions of members of Congress and Capitol Hill staff members, the Directorate for Accession Policy now proposes to collect these data directly from military applicants. If this approach is implemented systematically over time, it should be possible eventually to determine, and present in future issues of this report, the socioeconomic representativeness of applicants and enlistees.

The variables most often used, and most widely recognized to assess SES, are education, occupation, and income. These are the proposed variables to be used in determining applicant SES, although other variables such as employment status, possessions, or the presence of reading materials in the home are sometimes used in combination with these in socioeconomic indices.

Measurement and analysis problems must be solved before useful data are derived. The foremost problems are these:

- o Collecting applicant SES data will require asking young recruits to provide information about their parents, rather than obtaining the information directly from the parents.
- o Representative national surveys of adults do not contain data on education, occupation, and income in a form that is readily comparable to reports of these variables by enlistment-age youths.

None of these or the other lesser survey problems appear insurmountable. The Defense Manpower Data Center is preparing a survey design to be applied at Military Entrance Processing Stations. The plan is to prepare a self-administered survey that is reliable, inexpensive, and places minimal time burden on the enlistment process.

There is satisfactory evidence that youth do, or can, report SES data reliably, though the degree of validity desired has not yet been established. Both the Current

Population Survey, conducted by the Census Bureau for the Bureau of Labor Statistics, and the General Social Survey, conducted each year by the National Opinion Research Center, are promising sources of population comparison data. The primary concerns with these data sources lie in level of detail, data collection methodology, and in isolating the population group from which military applicants would come.

THE SHRINKING APPLICANT POOL

While representation debate continues, there is one fact that cannot be influenced by any act of policy or persuasion: the pool of prospective applicants is diminishing. The large group of "baby boom" youth, which contributed to the success of the volunteer force concept, declined by 11.9 percent from 1979 - 80 to 1984 - 85.³

The impact of the decreasing size of America's youth cohort has been widely predicted, observed and chronicled, and yet it appears to date not to have affected recruiting success. The youth population comprising the vast majority of new accessions, those ages 18 to 21, has declined by more than 3.0 percent each year since 1982, with a 3.5 percent decline noted in 1985 - 86.⁴ Despite this diminishing pool, the non-prior service recruiting objective for FY 1986, set at 314,519, was surpassed with 315,260 actual accessions.⁵

The declining birth trend becomes more significant when comparing projections for 18 year olds for 1987 - 1989 with those for 1990 - 1994, as illustrated in Figure I-1.

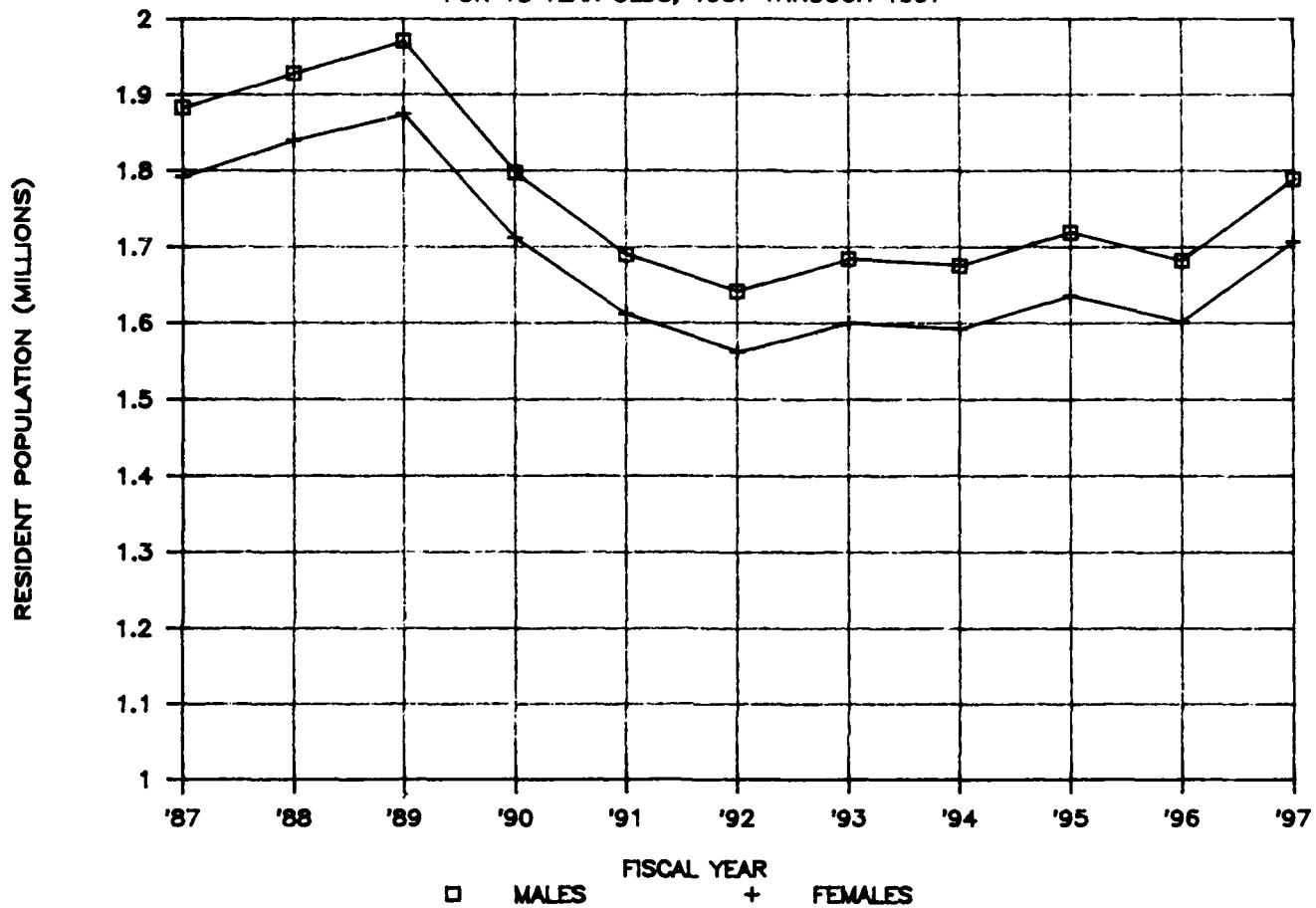
³ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

⁴ U.S. Bureau of the Census, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

⁵ OASD(FM&P), "Fiscal Year 1986 Recruiting Results".

FIGURE I-1

RESIDENT POPULATION PROJECTIONS FOR 18 YEAR OLDS, 1987 THROUGH 1997



(The figure shows projections based strictly on the FY 1986 population, and does not take into account such factors as mortality rates and immigration.) There is a 34 percent decline in the number of 18 year olds from 1989 to 1992, which suggests a strong influence on the possible applicant pool over the next six years.

Decline in numbers, however, does not necessarily equate to decline in quality for the Armed Services. Successful completion of a high school program, and subsequent receipt of a diploma, has long been an accepted indicator for success in the Armed Services. As illustrated in Table I-1, below, the percentage of high school diploma graduates, as a percentage of the non-prior service accessions, increased between FY 1980 and FY 1986 and is much higher than that in the youth population. Since 1980, approximately 67 percent of each year's high school graduate age population successfully completed 12 years of education.⁶

TABLE I-1

**HIGH SCHOOL GRADUATES AS A PERCENTAGE OF NON-PRIOR SERVICE
ENLISTED ACCESSIONS**

SERVICE	FY80	FY81	FY82	FY83	FY84	FY85	FY86
ARMY	54	80	86	88	91	91	91
NAVY	75	76	79	91	93	89	85
MARINE CORPS	78	80	85	92	95	97	98
AIR FORCE	83	88	94	98	99	99	99
DOD	68	81	86	91	93	93	92
18 YEAR OLD POPULATION ^a	67	67	67	68	68	68	67 ^b

^a U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986. The data represent the percentage of each year's high school graduate age population which successfully completed 12 years of education.

^b U.S. Bureau of the Census, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

The trend of declining birth rates can also be expected to highlight the need to examine a related issue, that of retention. Retention matters affect the Services in many ways. In light of the extended training time required in highly technical and rapidly changing fields and the commensurate rising cost of training personnel, combined with a

⁶ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

diminishing pool of applicants from which to draw, awareness by the Armed Forces of population trends is imperative.

SUMMARY

This report describes the characteristics of the men and women who have chosen to serve in the Nation's Armed Forces, and identifies some of the apparent attractions military duty holds for these people. An effort has been made to analyze the ways in which these people are similar to, and different from, their civilian counterparts. It is hoped that this material will provide a clear description of today's military personnel and contribute to more informed discussion of the issues affecting that population group.

SECTION II

RECRUIT INFORMATION

INTRODUCTION

This section examines many of the characteristics of FY 1986 non-prior service (NPS) applicants and accessions. The characteristics examined include education, aptitude, geographic distribution, gender, race/ethnic categories, age, and marital status. Selected historical trends and peer group comparisons are also presented.

APPLICANTS

The first step in applying for military service is talking with a recruiter, whether at school or in the neighborhood. If, after initial interviews, the individual is interested and the recruiter believes the person is qualified, arrangements will be made for the person to take the Armed Services Vocational Aptitude Battery (ASVAB). The individual is then classified as an *applicant*.

There were 722,378 applicants from the 50 states in FY 1986 (excludes Territories and Possessions), up approximately five percent from FY 1985. Table II-1 presents the number of applicants by region, census division, and state for each of the four Services for FY 1986.

Applicants for military service must meet several pre-enlistment screens: ASVAB scores and educational, medical, and moral character standards. The data contained in Appendix Table A-1 detail the outcome of applications in tabular form for military service during FY 1986. This information is arranged by Service, state, and educational level of the applicant. The final table within the Appendix, Table A-22, presents the total DoD educational figures.

TABLE II-1

NUMBER OF APPLICANTS, BY STATE AND SERVICE, FY 1986

CENSUS REGION
CENSUS DIVISION

STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
NORTH EAST REGION	53668	38957	12641	26669	131935
New England Division	11700	8588	3066	6750	30104
Maine	2109	1314	375	1067	4865
New Hampshire	1168	723	274	705	2870
Vermont	746	398	189	403	1736
Massachusetts	4210	3450	1379	2702	11741
Rhode Island	758	718	222	423	2121
Connecticut	2709	1985	627	1450	6771
Middle Atlantic Division	41968	30369	9575	19919	101831
New York	19492	14614	4469	8909	47484
New Jersey	6670	4893	1592	3313	16468
Pennsylvania	15806	10862	3514	7697	37879
NORTH CENTRAL REGION	86291	51051	19306	36080	192728
East North Central Division	61850	36298	14151	25708	138007
Ohio	16556	10259	3381	7730	37926
Indiana	8346	4596	2073	4101	19116
Illinois	15349	8938	3617	5537	33441
Michigan	14782	8072	3288	5509	31651
Wisconsin	6817	4433	1792	2831	15873
West North Central Division	24441	14753	5155	10372	54721
Minnesota	5275	3316	995	2471	12057
Iowa	4457	2461	910	1769	9597
Missouri	7986	4688	1547	2938	17159
North Dakota	862	514	220	395	1991
South Dakota	1083	508	243	563	2397
Nebraska	2059	1431	644	1209	5343
Kansas	2719	1835	596	1027	6177
SOUTH REGION	115745	75019	22939	51260	264963
South Atlantic Division	57277	36770	11538	25075	130660
Delaware	835	660	210	439	2144
Maryland	6196	3247	1048	2246	12737
D.C.	1069	300	125	259	1753
Virginia	8234	4602	1548	3888	18272
West Virginia	3853	1460	638	1595	7596
North Carolina	9474	5683	1798	3876	20831
South Carolina	4833	3907	970	2383	12093
Georgia	8158	5685	1757	3748	19348
Florida	14625	11226	3394	6641	35886

TABLE II-1 (CONTINUED)

CENSUS REGION CENSUS DIVISION <u>STATE</u>	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>East South Central Division</u>	21990	14812	3844	9086	49732
Kentucky	5763	2739	973	2026	11501
Tennessee	5792	4645	1090	2852	14379
Alabama	5699	4730	1046	2497	13972
Mississippi	4736	2698	735	1711	9880
<u>West South Central Division</u>	36478	23437	7557	17099	84571
Arkansas	3842	2360	650	1881	8733
Louisiana	6832	4602	1343	3180	15957
Oklahoma	3919	2659	792	2287	9657
Texas	21885	13816	4772	9751	50224
WEST REGION	51662	37837	12325	24820	132752
<u>Mountain Division</u>	16610	12316	4051	7890	40867
Montana	1274	1036	217	849	3376
Idaho	1455	1079	418	776	3728
Wyoming	743	469	149	295	1656
Colorado	4019	3202	874	2015	10110
New Mexico	2143	1551	486	1091	5271
Arizona	4487	3004	1338	1723	10552
Utah	1286	1122	283	644	3335
Nevada	1203	853	286	497	2839
<u>Pacific Division</u>	36335	29164	9981	16405	91885
Washington	5608	4441	1455	2667	14171
Oregon	4301	3249	989	1675	10214
California	24571	20369	7124	11123	63187
Alaska	601	256	193	198	1248
Hawaii	1254	849	220	742	3065
UNITED STATES SUBTOTAL	308649	206507	68918	138304	722378
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	5625	1278	192	557	7652
UNKNOWN	390	119	69	525	1103
TOTAL U.S. APPLICANTS	314664	207904	69179	139386	731133

Source: Defense Manpower Data Center (DMDC).

Figures A-1 through A-12, in the Appendix, are graphic presentations highlighting the reasons for applicant disqualification from military service. The three broad categories for disqualification are Medical, Aptitude, and Other.

Medical disqualifications for applicants are defined by Army Regulation 40-501, Standards of Physical Fitness, and govern all four Services. These disqualifications may be temporary, such as being overweight, or they may be permanent, such as being physically handicapped. All applicants are required to take the ASVAB to assess their skills and aptitude. Four subtests within the ASVAB comprise the Armed Forces Qualification Test (AFQT). By Federal law (10 USC 520), an applicant must receive a minimum score at or above the 10th percentile on the AFQT to be accepted for enlistment. Each Service may then establish its own higher minimum qualifying score. The category of "Other" disqualifications refers to felonies, moral turpitude, and types of minor violations.

The disqualifying data for aptitude, in the Appendix, have been translated into percentages of total tests administered within each state and have been displayed in a series of maps. The data were divided into five equal ranges: 0 to 5.3, 5.4 to 10.6, 10.7 to 15.9, 16.0 to 21.2, and 21.3 to 27.0. This allows for ready comparisons among the Services. Of the four Services, the Air Force had the highest proportion of applicants disqualified for aptitude reasons, while the Marine Corps had the lowest.

After an applicant successfully completes the ASVAB, passes the physical examination, and is accepted by the Service for enlistment, the individual signs an enlistment contract and either is placed in the Delayed Entry Program (DEP) or, in a few cases, becomes a *direct accession*. Persons in the DEP have been accepted for entrance but either for efficient scheduling of training or for personal reasons, their entry into military service is deferred for a time. The majority of the data contained in

Section II will refer to enlisted non-prior service accessions (NPS), those individuals who have no prior service with the Armed Forces. Of the applicants who tested (from the fifty states), 309,925 were admitted into the Services, an accession rate of approximately 43 percent. Table II-2 provides information regarding NPS enlistees for FY 1986, by geographic origin and Service.

GEOGRAPHIC DISTRIBUTION

"Geographic representation" means that the proportion of new recruits from one section of the country contains approximately the same "mix" as could be found in the civilian youth population. Table II-3 presents the historical trend from FY 1980 through 1986, by census region and census division, while Table II-4 shows that the census regional distribution of new accessions closely resembles the national population distribution of 18 to 21 year olds in 1986.

In the early years of the all-voluntary military, there was considerable interest concerning the geographic distribution of new recruits and the population density (urban versus rural) of their hometowns. This interest in the geographic origin of enlistees stemmed largely from one of the arguments of those who opposed ending the draft: an all-volunteer service would appeal primarily to young men from rural areas and to those who lived in the South and Southwest. The military has traditionally received its greatest acceptance and support from these areas, owing to a higher concentration of military installations, the relatively greater presence of military retirees, and a historically stronger military orientation. Thus, defenders of conscription were concerned that a regional bias of this type might threaten to isolate the military ideologically from the rest of the Nation. The data assembled in Tables II-3 and II-4 should dispel any concerns about developing regional bias.

TABLE II-2
NUMBER OF NPS ACCESSIONS, BY STATE AND SERVICE, FY 1986

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
NORTH EAST REGION	21165	16781	6791	11272	56009
<u>New England Division</u>	4666	3788	1614	2838	12906
Maine	777	584	189	482	2032
New Hampshire	522	371	149	297	1339
Vermont	284	181	99	176	740
Massachusetts	1697	1481	701	1098	4977
Rhode Island	315	294	128	203	940
Connecticut	1071	877	348	582	2878
<u>Middle Atlantic Division</u>	16499	12993	5177	8434	43103
New York	7055	5941	2416	3535	18947
New Jersey	2495	2165	983	1263	6906
Pennsylvania	6949	4887	1778	3636	17250
NORTH CENTRAL REGION	34741	22417	9928	17496	84582
<u>East North Central Division</u>	24456	15920	7338	12475	60189
Ohio	6696	4477	1852	3891	16916
Indiana	3553	2203	982	1984	8722
Illinois	5792	3792	1874	2692	14150
Michigan	5752	3552	1759	2416	13479
Wisconsin	2663	1896	871	1492	6922
<u>West North Central Division</u>	10285	6497	2590	5021	24393
Minnesota	2306	1566	478	1184	5534
Iowa	1895	1094	484	942	4415
Missouri	2966	2080	721	1371	7138
North Dakota	392	255	137	160	944
South Dakota	494	223	180	319	1216
Nebraska	1064	561	338	549	2512
Kansas	1168	718	252	496	2634
SOUTH REGION	46484	30449	10533	22641	110107
<u>South Atlantic Division</u>	23399	15262	5300	11405	55366
Delaware	320	249	95	201	865
Maryland	2313	1440	610	1146	5509
D.C.	327	110	62	118	617
Virginia	3146	1795	646	1694	7281
West Virginia	1496	692	335	812	3335
North Carolina	3662	2439	776	1601	8478
South Carolina	1977	1631	398	1024	5030
Georgia	3911	2416	686	1534	8547
Florida	6247	4490	1692	3275	15704

TABLE II-2 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>East South Central Division</u>	8676	6226	1857	4194	20953
Kentucky	2332	1241	523	969	5065
Tennessee	2316	2017	550	1332	6215
Alabama	2388	1885	473	1203	5949
Mississippi	1640	1083	311	690	3724
<u>West South Central Division</u>	14409	8961	3376	7042	33788
Arkansas	1592	1149	290	791	3822
Louisiana	2704	1523	596	1192	6015
Oklahoma	1632	1049	402	918	4001
Texas	8481	5240	2088	4141	19950
<u>WEST REGION</u>	22706	17492	7224	11805	59227
<u>Mountain Division</u>	7183	5405	2128	3935	18651
Montana	577	493	95	413	1578
Idaho	694	481	205	404	1784
Wyoming	378	275	114	155	922
Colorado	1735	1362	516	992	4605
New Mexico	945	628	263	505	2341
Arizona	1797	1349	670	835	4651
Utah	499	399	113	358	1369
Nevada	558	418	152	273	1401
<u>Pacific Division</u>	15523	12087	5096	7870	40576
Washington	2465	1948	673	1318	6404
Oregon	1892	1347	408	777	4424
California	10413	8390	3860	5329	27992
Alaska	240	101	71	74	486
Hawaii	513	301	84	372	1270
<u>UNITED STATES SUBTOTAL</u>	125096	87139	34476	63214	309925
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1699	478	63	246	2486
<u>UNKNOWN</u>	203	452	53	91	799
<u>TOTAL U.S. ACCESSIONS</u>	126998	88069	34592	63551	313210

Source: DMDC.

TABLE II-3

**PERCENTAGE DISTRIBUTION OF NPS ENLISTED ACCESSIONS^a
COMPARED WITH 1986 18 TO 21 YEAR OLD POPULATION,^b
BY CENSUS DIVISION,
FISCAL YEARS 1980 THROUGH 1986^c**

CENSUS REGION <u>CENSUS DIVISION</u>	FY80	FY81	FY82	FY83	FY84	FY85	FY86	1986 18-21 YEAR OLD POPULATION
NORTHEAST REGION	20.7	20.6	20.9	20.0	19.4	19.7	17.7	21.0
New England Division	5.4	5.4	5.5	5.1	4.8	4.6	4.0	5.5
Middle Atlantic Division	15.3	15.2	15.4	14.9	14.6	15.1	13.7	15.5
NORTH CENTRAL REGION	26.3	27.2	28.2	28.4	28.1	27.7	25.9	24.6
East North Central Division	19.1	19.6	20.5	20.8	20.8	20.1	19.2	17.5
West North Central Division	7.2	7.6	7.7	7.6	7.3	7.6	6.7	7.1
SOUTH REGION	34.0	33.6	33.0	33.2	33.9	34.0	35.2	35.1
South Atlantic Division	18.1	18.5	18.4	18.2	18.4	17.6	17.7	17.2
East South Central Division	6.5	6.7	6.5	6.6	6.6	6.6	6.7	6.6
West South Central Division	9.4	8.4	8.0	8.5	8.9	9.8	10.8	11.3
WEST REGION	17.7	17.4	16.7	17.4	17.2	17.7	18.8	19.4
Mountain Division	5.2	5.2	5.0	5.4	5.2	5.6	5.9	5.3
Pacific Division	12.5	12.1	11.7	12.0	12.0	12.1	12.9	14.1
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1.3	1.2	1.2	1.0	1.3	0.9	0.7	N/A

^a Source for military data: DMDC. Columns may not sum to 100% due to rounding.

^b U.S. Bureau of the Census, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

^c All data presented as a percent of total.

TABLE II-4

**COMPARISON OF STATE PERCENTAGE DISTRIBUTION OF FY 1986 NPS
ENLISTED ACCESSIONS, BY SERVICE^a, WITH 1986 18 TO 21 YEAR OLD
POPULATION**

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	1986 18-21 YEAR OLD POPULATION
NORTHEAST REGION	16.6	19.0	19.5	18.8	17.7	21.0
<u>New England Division</u>	3.5	4.3	4.6	4.5	4.0	5.5
Maine	0.6	0.7	0.5	0.8	0.6	0.5
New Hampshire	0.4	0.4	0.4	0.5	0.4	0.4
Vermont	0.2	0.2	0.3	0.3	0.2	0.2
Massachusetts	1.3	1.7	2.0	1.7	1.6	2.5
Rhode Island	0.2	0.3	0.4	0.3	0.3	0.4
Connecticut	0.8	1.0	1.0	0.9	0.9	1.3
<u>Middle Atlantic Division</u>	13.1	14.7	14.9	14.3	13.7	15.5
New York	5.6	6.7	7.0	5.6	6.0	7.4
New Jersey	2.0	2.5	2.8	2.0	2.2	3.2
Pennsylvania	5.5	5.5	5.1	6.7	5.5	4.9
NORTH CENTRAL REGION	27.3	25.5	27.5	25.5	25.9	24.6
<u>East North Central Division</u>	19.3	18.1	21.2	18.5	19.2	17.5
Ohio	5.3	5.1	5.4	5.1	5.4	4.4
Indiana	2.8	2.5	2.8	3.1	2.8	2.3
Illinois	4.6	4.3	5.4	4.2	4.5	4.7
Michigan	4.5	4.0	5.1	3.8	4.3	4.0
Wisconsin	2.1	2.2	2.5	2.3	2.2	2.0
<u>West North Central Division</u>	8.0	7.4	6.3	7.0	6.7	7.1
Minnesota	1.8	1.8	1.4	1.9	1.8	1.7
Iowa	1.5	1.2	1.4	1.5	1.4	1.1
Missouri	2.3	2.4	0.9	1.1	1.2	2.0
North Dakota	0.3	0.3	0.4	0.3	0.3	0.3
South Dakota	0.4	0.3	0.5	0.5	0.4	0.3
Nebraska	0.8	0.6	1.0	0.9	0.8	0.6
Kansas	0.9	0.8	0.7	0.8	0.8	1.0
SOUTH REGION	36.8	34.4	30.6	35.6	35.2	35.1
<u>South Atlantic Division</u>	18.6	17.3	15.5	18.0	17.7	17.2
Delaware	0.3	0.3	0.3	0.3	0.3	0.3
Maryland	1.8	1.6	1.8	1.8	1.8	2.0
D.C.	0.3	0.1	0.2	0.2	0.2	0.2
Virginia	2.5	2.0	1.9	2.7	2.3	2.6
West Virginia	1.2	0.8	1.0	1.3	1.1	0.8
North Carolina	2.9	2.8	2.2	2.5	2.7	2.8
South Carolina	1.6	1.9	1.2	1.6	1.6	1.5
Georgia	3.1	2.7	2.0	2.4	2.7	2.7
Florida	4.9	5.1	4.9	5.2	5.0	4.3

TABLE II-4 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	1986 18-21 YEAR OLD POPULATION
<u>East South Central Division</u>	6.8	7.0	5.4	6.6	6.7	6.6
Kentucky	1.8	1.4	1.5	1.5	1.6	1.6
Tennessee	1.8	2.3	1.6	2.1	2.0	2.0
Alabama	1.9	2.1	1.4	1.9	1.9	1.7
Mississippi	1.3	1.2	0.9	1.1	1.2	1.2
<u>West South Central Division</u>	11.4	10.1	9.7	11.0	10.8	11.2
Arkansas	1.3	1.3	0.8	1.2	1.2	1.0
Louisiana	2.1	1.7	1.7	1.9	1.9	2.0
Oklahoma	1.3	1.2	1.2	1.4	1.3	1.3
Texas	6.7	5.9	6.0	6.5	6.4	6.9
WEST REGION	17.9	19.7	20.8	18.5	18.8	19.4
<u>Mountain Division</u>	5.6	6.1	6.1	6.1	5.9	5.3
Montana	0.5	0.6	0.3	0.6	0.5	0.3
Idaho	0.5	0.5	0.6	0.6	0.6	0.4
Wyoming	0.3	0.3	0.3	0.2	0.3	0.2
Colorado	1.4	1.5	1.5	1.6	1.5	1.3
New Mexico	0.7	0.7	0.8	0.8	0.7	0.6
Arizona	1.4	1.5	1.9	1.3	1.5	1.4
Utah	0.4	0.5	0.3	0.6	0.4	0.7
Nevada	0.4	0.5	0.4	0.4	0.4	0.4
<u>Pacific Division</u>	12.3	13.6	14.7	12.4	12.9	14.1
Washington	2.0	2.2	1.9	2.1	2.0	1.8
Oregon	1.5	1.5	1.2	1.2	1.4	1.0
California	8.2	9.5	11.2	8.4	8.9	10.6
Alaska	0.2	0.1	0.2	0.1	0.2	0.2
Hawaii	0.4	0.3	0.2	0.6	0.4	0.5
UNITED STATES SUBTOTAL	98.6	98.6	98.4	98.4	97.6	N/A
TERRITORIES AND POSSESSIONS	1.3	0.5	0.2	0.4	0.7	N/A
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)						
UNKNOWN	0.2	0.5	0.2	0.2	0.3	0.0

^a Source: DMDC.

EDUCATION AND APTITUDE

In 1970, as the President's Commission on an All-Volunteer Force (the Gates Commission) observed, some people were concerned that a voluntary force would "be less effective because not enough highly qualified youth will be likely to enlist and pursue military careers."¹ Proponents of the draft have had serious reservations regarding the military's ability to attract highly qualified recruits on a strictly voluntary basis. The educational and aptitude distributions of the draft-era force were at first accepted as the criteria of recruiting success under the all-volunteer system, mainly because the draft offered a visible reference point and, many believed, any new method of recruiting had to prove it could *at least* duplicate draft-era quality. Eventually, the national representation of military-age youth became the primary standard against which to assess recruit attributes.

Expressions of concern over the quality of the enlisted force were probably greatest in the late 1970s. A combination of events and policies during this period made the military's recruiting effort relatively more difficult. Coincidentally, Defense Department officials discovered an error in the calibration, or scoring method, of the enlistment test. The calibration error resulted in the enlistment of far more low-scoring applicants than would otherwise have qualified on the basis of their "correct" aptitude test scores. Thus, a high proportion of new enlistees were of below average aptitude.

The test currently used by the Military Services to determine the enlistment eligibility of applicants is the Armed Services Vocational Aptitude Battery (ASVAB). Individuals who score high on the ASVAB are more likely to be successful in basic military training and job skill training than are their lower-scoring peers. The ASVAB

¹ President's Commission on an All-Volunteer Force, The Report of the President's Commission on an All-Volunteer Force (New York: The MacMillan Company, 1970), p. 18.

has been empirically validated as a predictor of how well individuals will perform in the various training courses. ASVAB scores are also used to assign qualified applicants to military jobs.

The ASVAB is used to determine qualifications for a large number of skill training courses. It consists of 10 subtests which measure a variety of abilities: arithmetic reasoning, numerical operations, mathematical knowledge, word knowledge, paragraph comprehension, coding speed, general science, mechanical comprehension, electronics information, and automotive-shop information. Four of the subtests (arithmetic reasoning, numerical operations, word knowledge, and paragraph comprehension) are combined to produce the Armed Forces Qualification Test (AFQT) composite. Thus, AFQT scores, supplemented by educational criteria, are used in assessing whether an applicant is eligible to enlist, while scores on the aptitude composites determine eligibility to enter specific military jobs.

EDUCATION

A high school diploma is currently considered one of the best predictors for success in the military. In particular, it denotes tenacity and the ability to meet challenges and achieve goals, qualities that are highly desirable for a successful initial term of service. A high school diploma holder has about an 80-percent likelihood of completing the initial tour of service, whereas for the non-high school graduate, the probability is 60 percent.² The percentage of accessions with high school diplomas has increased from 68 percent in FY 1980 to 92 percent in FY 1986, a particularly impressive statistic when compared with the civilian peer group, which has averaged,

² Dr. David J. Armor, Principal Deputy Assistant Secretary of Defense (Force Management and Personnel), "Recruiting and Retention", presented during the 24 March 1987 hearings before the Subcommittee on Manpower and Personnel, Senate Committee on Armed Services.

nationally, approximately 67 percent since 1980.³ Actual FY 1986 high school graduates, by state, are presented in Appendix Table A-1.

Table II-5 presents a comparison of high school diploma graduates and of AFQT Categories I-III as a percentage of NPS accessions and of the youth population, since FY 1980, by Service. This table demonstrates the substantial increases over the past six years in recruiting non-prior service members with higher educational attainment and AFQT scores. The proportion of accessions scoring in Categories I-III increased dramatically from 65 percent in FY 1980 to 96 percent in FY 1986. AFQT categories are discussed further in the following section.

TABLE II-5
QUALITY INDICATORS OF NON-PRIOR SERVICE ACCESSIONS,
FISCAL YEARS 1980 - 1986

HIGH SCHOOL DIPLOMA GRADUATES AS A
PERCENTAGE OF TOTAL NPS ACCESSIONS AND OF THE YOUTH POPULATION

SERVICE	FY 1980	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985	FY 1986
ARMY	54	80	86	88	91	91	91
NAVY	75	76	79	91	93	89	85
MARINE CORPS	78	80	85	92	95	97	98
AIR FORCE	83	88	94	98	99	99	99
TOTAL DOD	68	81	86	91	93	93	92
YOUTH POPULATION ^a	67	67	67	68	68	68	67

^a Civilian youth population age 18. Bureau of the Census, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

³ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

TABLE II-5 (CONTINUED)
AFQT CATEGORIES I THRU III AS A
PERCENTAGE OF TOTAL NPS ACCESSIONS AND OF THE YOUTH POPULATION

SERVICE	FY 1980	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985	FY 1986
ARMY	44	65	78	85	87	91	96
NAVY	80	86	88	90	89	90	90
MARINE CORPS	69	84	89	91	93	96	99
AIR FORCE	87	90	92	97	98	99	99
TOTAL DOD	65	79	85	89	90	93	96
1980 REFERENCE YOUTH POPULATION ^b	69	69	69	69	69	69	69

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Source: OASD (FM&P).

APTITUDE

Applicants are required to take the ASVAB to determine whether they are aptitudinally qualified to join the Armed Forces. The results of the ASVAB serve two purposes: to determine eligibility for enlistment and to qualify individuals for any of a large number of skill training courses.

The AFQT scores are grouped into five categories. Applicants who score in Categories I and II are considered "well above average" and "above average" for trainability; Category III represents "average" trainability; and persons who fall into Category IV are "below average." Individuals who fall into Category V are "well below average", and by law are disqualified from military service.

Table II-6 shows the percentile score ranges for AFQT categories and the distribution of FY 1986 NPS accessions and the youth population across categories. Those who score between the 10th and 30th percentiles are considered by the Services to require a longer period of training and to be less productive in highly technical jobs. There is a legally mandated 20 percent ceiling on the enlistment of applicants in Category IV.⁴ The same law requires that all Category IV persons must be high school graduates.

TABLE II-6

PERCENTAGE DISTRIBUTION OF AFQT CATEGORY RANGES FOR FY 1986 NPS ENLISTED ACCESSIONS COMPARED WITH 1980 CIVILIAN YOUTH POPULATION

<u>AFQT CATEGORY</u>	<u>PERCENTILE SCORE RANGE^a</u>	<u>TOTAL DOD NPS ACCESSIONS^b</u>	<u>YOUTH POPULATION^c</u>
I	93-99	4%	8%
II	65-92	34	28
III	31-64	57	34
IV	10-30	4	21
V	1-9	0	9
Mean AFQT Score:		59	50
Percent Scoring AFQT 50 or Above:		64	50

^a Percentile ranges for AFQT scores are based on DoD Directive 1145.1, January 1986, Qualitative Distribution of Military Manpower. AFQT scores range from 01 to 99, with a mean of 50 and standard deviation of 20.

^b Percentages may not add to 100 due to rounding.

^c Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

⁴ Effective 1 October 1981, the number of non-prior service (NPS) enlistees who score at or above the tenth percentile and below the thirty-first percentile on the AFQT may not exceed 20 percent of the total number of NPS enlistments per Fiscal Year (10 USC 520 (a)). A person who is not a high school graduate may not be accepted for enlistment with an AFQT score below the thirty-first percentile (10 USC 520 (b)).

As a result of the publication of recent reports on the quality of American education,⁵ the Department of Defense has received numerous requests for aptitude test scores on enlisted accessions by state. Most of these requests were the result of the absence of standardized achievement test data (i.e., reading, English, or mathematics) from the various states, as well as the mistaken belief that enlistment test scores could somehow be used to evaluate or compare the educational effectiveness of different programs, schools, school systems, or states.

Table II-7 shows the percentage of high school diploma graduates (HSDG) and the mean AFQT scores among FY 1986 NPS accessions by state. AFQT composite scores are not appropriate measures for evaluating the quality of high school instruction by state because neither applicants nor accessions are representative of the states' youth populations; nor are military recruits necessarily representative of a state's high school graduates or even of their peer group. They are simply those individuals who have shown an interest in military service, and who have taken the ASVAB and have been accepted into military service. For this reason, care must be taken not to misinterpret ASVAB scores. Research indicates that test scores vary widely with geographic composition (rural versus urban, proportion of high school graduates, minority representation, etc.). Thus, unless two states have demographically identical applicant pools (it is not likely that they would), it cannot be assumed that comparable aptitude scores would exist between them.

Furthermore, aptitude tests, such as the AFQT, are used primarily to predict what a person can accomplish with training ("potential"), whereas achievement tests, for

⁵ For example, U.S. Department of Education, A Nation at Risk: The Imperative for Education Reform (Washington, D.C.: National Commission on Excellence in Education, April 1983); and U.S. Department of Education, Meeting the Challenge: Recent Efforts to Improve Education Across the Nation (Washington, D.C.: Government Printing Office, November 1983).

TABLE II-7

**PERCENTAGE DISTRIBUTION OF HIGH SCHOOL DIPLOMA GRADUATES
(HSDG) AND MEAN AFQT PERCENTILE SCORES OF NPS ENLISTED ACCESSIONS
BY STATE, FY 1986**

CENSUS REGION CENSUS DIVISION STATE	PERCENT HSDG	MEAN AFQT
<u>NORTHEAST REGION</u>		
<u>New England Division</u>		
Maine	93.1	62.2
New Hampshire	87.9	64.4
Vermont	93.0	63.0
Massachusetts	93.0	58.9
Rhode Island	84.6	60.5
Connecticut	91.3	58.9
<u>Middle Atlantic Division</u>		
New York	89.3	59.3
New Jersey	91.8	57.7
Pennsylvania	94.3	59.3
<u>NORTH CENTRAL REGION</u>		
<u>East North Central Division</u>		
Ohio	94.1	59.1
Indiana	93.2	59.8
Illinois	91.1	58.7
Michigan	92.3	59.4
Wisconsin	91.1	63.2
<u>West North Central Division</u>		
Minnesota	91.0	63.8
Iowa	93.6	63.7
Missouri	90.2	59.8
North Dakota	94.1	66.2
South Dakota	93.9	62.5
Nebraska	95.3	62.3
Kansas	90.8	61.5
<u>SOUTH REGION</u>		
<u>South Atlantic Division</u>		
Delaware	91.7	59.8
Maryland	93.0	58.9
D.C.	94.7	50.7
Virginia	92.3	59.0
West Virginia	94.2	57.5
North Carolina	94.1	66.2
South Carolina	93.3	54.2
Georgia	94.2	55.6
Florida	89.8	60.9

TABLE II-7 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	PERCENT HSDG	MEAN AFQT
<u>East South Central Division</u>		
Kentucky	92.4	58.4
Tennessee	90.1	57.5
Alabama	93.3	54.9
Mississippi	92.5	53.2
<u>West South Central Division</u>		
Arkansas	91.7	56.2
Louisiana	94.9	56.2
Oklahoma	91.4	60.0
Texas	90.3	59.5
<u>WEST REGION</u>		
<u>Mountain Division</u>		
Montana	94.0	66.6
Idaho	91.3	63.3
Wyoming	90.1	63.0
Colorado	90.6	63.5
New Mexico	93.4	59.8
Arizona	88.4	62.9
Utah	94.2	61.6
Nevada	88.2	63.1
<u>Pacific Division</u>		
Washington	91.6	64.4
Oregon	90.4	63.8
California	90.4	59.4
Alaska	89.5	64.3
Hawaii	97.4	54.6
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico, Virgin Islands)	98.6	45.4

Source: DMDC.

the most part, measure what a person can do at the present time. Aptitude tests are designed to reveal an individual's innate intellectual abilities, interests, and experiences in a wide variety of activities, as influenced by education and training. Achievement tests are designed to measure skill and knowledge accomplishment in specific subject

areas. Therefore, it is inappropriate to use the AFQT results to evaluate or compare educational effectiveness between or within states or regions.

Table II-8 compares AFQT distributions by individual Services and DoD total accessions for FY 1985 and 1986, with the civilian youth population in 1980. The proportion of NPS accessions scoring in Categories I-III in FY 1986 exceeds that of the civilian population by 25 percentage points, compared with 23 percentage points in FY 1985. The data in this table emphasize the high quality of new accessions, despite a diminishing applicant pool from which to draw.

TABLE II-8

**COMPARISON OF AFQT CATEGORY PERCENTAGE DISTRIBUTIONS OF
FY 1985 AND FY 1986 NPS ACCESSIONS WITH 1980 CIVILIAN YOUTH
POPULATION**

FISCAL YEAR	AFQT CATEGORY	ARMY ^a	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN YOUTH ^b
1985	I	4	4	3	6	4	8
	II	33	35	29	39	34	28
	III	55	52	64	55	55	34
	IV	9	10	4	1	7	21
	V	0	0	0	0	0	9

FISCAL YEAR	AFQT CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN YOUTH
1986	I	4	4	3	5	4	8
	II	33	32	34	41	34	28
	III	59	54	63	54	57	34
	IV	4	10	0	0	4	21
	V	0	0	0	0	0	9

^a Columns may not sum to 100% due to rounding.

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Source for military data: OASD (FM&P).

LITERACY

Reading grade levels may be derived from ASVAB scores by converting ASVAB General Composite scores to comparable scores on the Adult Basic Learning Examination (ABLE). The ASVAB General Composite combines the results of the subtests covering paragraph comprehension, word knowledge, and arithmetic reasoning.

As is illustrated in Table II-9, with the exception of the Air Force, there is little variation between the reading levels of the Services in FY 1986. Since FY 1982 reading grade levels of recruits have been typically much higher than those of the civilian youth population.

TABLE II-9

COMPARISON OF MEAN READING GRADE LEVEL OF NPS ACCESSIONS WITH 1980 CIVILIAN YOUTH POPULATION, FISCAL YEARS 1981-1986

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION 1980 ^b
1981	9.2	10.0	9.9	10.4	9.8	9.4
1982	9.6	10.0	9.9	10.3	9.9	9.4
1983	9.9	10.2	10.0	10.6	10.1	9.4
1984	9.9	10.2	10.0	10.7	10.1	9.4
1985	10.2	10.2	10.0	10.7	10.2	9.4
1986	10.2	10.1	10.2	10.6	10.2	9.4

Source: DMDC.

^a Reading grade levels were estimated using conversion tables for ASVAB General composite scores to Adult Basic Learning Examination (ABLE) reading test scores.

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Definitions of literacy continue to be refined. Many tenth grade students, for example, do not read at a tenth grade level, thereby rendering invalid a commonly accepted ruler for literacy, which is completion of given grade levels. The National Assessment of Educational Progress (NAEP) recently completed a literacy study in an attempt to update the reading ability scale by applying more realistic measurement.¹ This study examined the performance of young adults ages 21 to 25 on understanding prose, quantitative information and document measures. The prose literacy portion ranged in difficulty from ability to read a simple newspaper, increasing to comprehending an appliance warranty and more sophisticated newspaper articles (such as editorials), and to orally describing a benefits program. The quantitative literacy difficulty range began with handling a conceptual bank deposit, proceeded through balancing a checkbook, reading a menu or making change, and culminated with facility at using unit pricing. Document literacy measures ranged in difficulty from comprehension of expiration date to understanding complex directions on a bus schedule.

Table II-10 presents some of the findings of that study.

TABLE II-10
**PERCENTAGE OF YOUNG ADULTS AT OR ABOVE AVERAGE READING SKILLS
OF SELECTED GRADES**

Reading Level	Level of Education				
	Total	0-8 Yrs.	9-12 No Diploma	H.S. Diploma and/or More	Postsec. Degree
GRADE 11	61.5	15.1	27.4	55.9	83.3
GRADE 8	79.8	37.0	53.6	77.9	95.6
GRADE 4	94.0	73.3	76.1	94.7	99.6

Source: National Assessment of Educational Progress.

¹ "Literacy: Profiles of America's Young Adults", NAEP, Education USA, September 29, 1986, pg. 35.

It is interesting to note that there are strong similarities between the "High School Diploma and/or More" participants and the NPS accessions' reading grade levels depicted in Table II-9.

DEMOGRAPHIC-RELATED CHARACTERISTICS

GENDER

The role of women in the military has changed greatly and is always a subject of interest. Attuned to the changes in the broader society, the Services have restructured many of the roles for women within the military. In 1967, Congress removed the two-percent ceiling on females in the military. However, it was not until the 1970s that major increases occurred. The number of military women has continued to steadily increase, constrained only by the laws governing the assignment of female personnel to billets with combat designations. Despite these constraints, opportunities for women in the Armed Services have been greatly expanded.

Women comprised about 12.2 percent of NPS accessions in FY 1986, ranging from 6.2 percent for the Marine Corps to 18.4 percent for the Air Force. Historical trend data are presented in Table II-11 for the period between FY 1977 and FY 1986. The proportion of female accessions peaked in 1979-80, especially in the Air Force, where the figure reached an all-time high of 19.6 percent in 1979. During that period the Services experienced a relatively more difficult recruiting market and recruited more women to overcome potential shortages.

As there are relatively fewer military service positions for women, the Services can be more selective in terms of women's aptitude and educational requirements. Nearly all of the women, 98.9 percent, who enlisted in FY 1986 were high school graduates, compared with 90.8 percent of the men (shown in Table II-12).

TABLE II-11

**WOMEN AS A PERCENTAGE OF NPS ACCESSIONS, BY SERVICE,
FISCAL YEARS 1977-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1977	8.8	4.7	3.4	13.6	8.0
1978	14.1	7.1	5.8	18.3	12.2
1979	13.4	11.2	5.5	19.6	13.1
1980	14.1	12.2	5.4	18.8	13.6
1981	15.5	10.8	5.5	14.0	12.6
1982	12.5	10.2	5.8	12.7	11.2
1983	12.5	11.4	5.5	14.6	11.8
1984	13.1	10.5	5.5	14.7	11.8
1985	13.0	11.8	6.4	16.9	12.8
1986	12.1	10.3	6.2	18.4	12.2

Source: DMDC.

TABLE II-12

**HIGH SCHOOL GRADUATES AS A PERCENTAGE OF FY 1986 NPS
ACCESSIONS, BY GENDER, RACE/ETHNIC CATEGORY, AND SERVICE**

RACE/ETHNIC CATEGORY	GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
WHITE	Male	87.7	83.0	97.1	98.9	89.7
	Female	99.9	96.3	99.7	98.6	98.7
	Total	89.0	84.2	97.3	98.9	90.7
BLACK	Male	95.1	91.5	98.5	99.4	95.2
	Female	100.0	98.3	100.0	99.3	99.5
	Total	95.9	92.5	98.6	99.4	95.9
HISPANIC	Male	92.7	77.7	98.0	99.0	88.4
	Female	100.0	94.1	100.0	98.2	97.3
	Total	93.4	79.5	98.1	98.9	89.3
OTHER RACES	Male	92.6	90.2	96.8	99.6	93.8
	Female	99.5	98.9	100.0	99.8	99.5
	Total	93.5	91.0	97.0	99.6	94.5
TOTAL RACES	Male	89.7	84.4	97.4	99.0	90.8
	Female	100.0	96.8	99.9	98.8	98.9
	Total	90.9	85.6	97.6	99.0	91.8

Source: DMDC.

RACE

In FY 1986, minorities (including both racial and ethnic groups) constituted almost 27 percent of the NPS accessions. Table II-13 provides minority percentages for FY 1980 through FY 1986. Since 1983, there has been an increase each year, with an overall increase of 1.1 percent in minority accessions between FY 1985 and FY 1986.

Note that there has been little variation since 1983 in the levels of minority accessions among the four Services. The Army participation percentage is slightly higher, at 29.8 percent, than the overall DoD percentage of 26.9 percent, and the Air Force is lowest at 21.8 percent. When the overall DoD data are compared with the civilian youth population, however, a different picture emerges. There is a considerably higher ratio of minorities in the Armed Forces than in the resident civilian youth population of the United States.

TABLE II-13

MINORITIES AS A PERCENTAGE OF NPS ACCESSIONS,
BY SERVICE, COMPARED WITH THE U.S. POPULATION (18-21 YEARS)
FISCAL YEARS 1980 - 1986

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION AGES 18-21 ^a
1980	46.2	25.4	35.5	24.5	35.5	15.8
1981	41.9	22.8	28.4	22.4	30.2	16.1
1982	31.7	19.6	24.2	20.3	25.1	16.5
1983	28.3	21.7	23.3	18.9	24.2	16.8
1984	29.3	23.7	24.7	18.2	25.1	17.3
1985	29.4	24.1	26.1	20.9	25.8	17.6
1986	29.8	26.6	26.6	21.8	26.9	17.8

^a Civilian resident youth population based on July 1 of each year. Source: Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000, Bureau of the Census.

Source for military data: DMDC.

The minority composition of the Services' accessions by gender is presented in Table II-14. This table shows that a higher percentage of minority females than minority males was accessed. A contributing factor for this difference is suggested when one examines the overall labor force participation statistics for minority women.² Approximately 48 percent of the minority civilian work force between the ages of 18 and 24 are women, and only 39 percent of the total minority female population between the ages of 18 and 24 are employed in the civilian population. This leaves approximately 61 percent not in the current work force. The military, then, may offer an attractive option to such individuals, provided they meet the criteria for entering the service.

TABLE II-14

**MINORITIES AS A PERCENTAGE OF U.S. POPULATION (18-21 YEARS)
AND OF NPS ACCESSIONS, BY GENDER AND SERVICE, FY 1986**

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION AGES 18-21 ^a
MALE	28.5	25.8	26.3	21.0	26.0	17.6
FEMALE	39.1	34.2	31.7	25.5	33.4	18.1

^a Civilian resident youth population based on July 1 of each year. Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000.

Source: DMDC.

While these figures may cause critics to charge that there is overrepresentation of minorities in the military or that the Services may become employers of last resort, there is another perspective to consider. A major reason for this increase was that a higher proportion of minorities are now qualified for service. Other reasons for increased black

² Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 4.

participation include the higher unemployment rate among young blacks, and the perception that the military provides fairer and better opportunities for blacks and other minorities than do many civilian institutions. The Armed Forces must build and maintain a quality force, as capable of accomplishing the necessary tasks in peacetime as it would be during times of conflict. All persons entering military service meet entry standards, and Service members completing training are able to perform the jobs to which they are assigned. Therefore, for the Services, race and ethnicity are not a major concern so long as proportionate participation of any particular group does not become weighted sufficiently so as to distance the military from the society it protects.

Table II-15 shows the percentage distribution of accessions by major race/ethnic categories of black, Hispanic, and other minorities compared with the civilian population ages 18 through 21, while Table II-16 presents the historical trend of black representation within the Armed Forces between FY 1980 and 1986. (For U.S. census data, as of January 1986, Hispanics are considered an ethnic group, not a race. This will affect data as this group will now be counted as either white or black.) The percentage of recruits who are minorities is about 26.9 percent, an increase from 25.8 percent in FY 1985. This can be contrasted with the civilian youth minority population, which is approximately 17.8 percent of the total 18 to 21 year old population.

AGE AND MARITAL STATUS

Table II-17 presents the median age of FY 1986 recruits by gender and Service. The median age for FY 1986 accessions was 19.9, up from 19.4 years of age in FY 1985. Female accessions tend to be older, though usually not by more than one year.

The percentage of male NPS accessions who are married (9.8) is considerably less than the corresponding percentage for the male civilian population (16.6), as seen in

TABLE II-15

**MINORITIES AS A PERCENTAGE OF NPS ENLISTED ACCESSIONS
BY RACE/ETHNIC CATEGORY, FY 1986^a**

SERVICE	BLACK (NON-HISPANIC)	HISPANIC	OTHER MINORITIES^b	TOTAL MINORITIES
ARMY	22.4	3.9	3.5	29.8
NAVY	17.3	5.8	3.6	26.6
MARINE CORPS	17.1	4.8	4.8	26.6
AIR FORCE	16.1	2.4	3.3	21.8
TOTAL DOD	19.1	4.2	3.6	26.9
CIVILIAN POPULATION ^c (AGES 18-21)	14.7	--	2.9	17.8

^a This table defines minority by race/ethnic groups, rather than solely by race.

^b Other minorities include Eskimo, Aleut, Native American Indian, Asian, and Pacific Islander.

^c Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000. As of January 1986, data for persons of Hispanic origin have been revised to reflect new population estimates. Hispanics are included in both the white and the black population groups.

Source for military data: DMDC.

TABLE II-16

**BLACKS^a AS A PERCENTAGE OF TOTAL NPS ACCESSIONS AND
THE U.S. POPULATION (18 TO 21 YEARS), BY SERVICE,
FISCAL YEARS 1980-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION AGES 18-21^b
1980	29.9	13.4	23.3	15.0	22.1	13.5
1981	27.3	12.5	17.7	14.1	18.9	13.6
1982	24.6	13.4	17.5	15.5	18.8	13.8
1983	22.0	14.1	17.1	14.2	17.9	14.1
1984	22.6	14.8	17.5	13.6	18.3	14.4
1985	22.5	15.4	18.5	15.5	18.6	14.5
1986	22.4	17.3	17.1	16.1	19.1	14.7

^a Data do not include black Hispanics.

^b Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000.

Source for military data: DMDC.

TABLE II-17
**MEDIAN AGE FOR NPS ACCESSIONS,
BY GENDER AND SERVICE, FY 1986**

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
MALE	19.9	19.8	19.0	19.7	19.8
FEMALE	21.0	20.7	19.4	20.0	20.5
TOTAL	20.1	19.9	19.1	19.8	19.9

Source: DMDC.

Table II-18. The percentage of young civilian females who are married (28.6), is more than twice the rate for female NPS accessions (11.6 percent). Marital status for both men and women varies significantly across the Services. The combined married percentage for men and women is lowest for the Marine Corps (4.3 percent) and highest for the Army (13.0 percent).

TABLE II-18
**PERCENTAGE OF MARRIED FY 1986 NPS ACCESSIONS
BY GENDER AND SERVICE, COMPARED WITH 18 TO 24 YEAR OLD CIVILIANS**

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION^a
MALE	12.6	6.3	4.2	12.5	9.8	16.6
FEMALE	16.4	7.8	4.9	9.5	11.6	28.6
TOTAL	13.0	6.5	4.3	12.0	10.0	22.7

^a Source: U.S. Bureau of the Census.

Source for military data: DMDC.

SUMMARY OF FINDINGS

The study of population representation among FY 1986 applicants and recruits reveals the following:

1. There were approximately 722,000 applicants for enlistment from the 50 states in FY 1986, compared with 696,000 in FY 1985.
2. Forty-three percent of the applicants enlisted.
3. The distribution of NPS accessions across the 50 states is similar to that of the civilian youth population 18 to 21 years of age. The North Central region is slightly overrepresented in the Services relative to the civilian youth population.
4. The proportion of new recruits who are high school diploma graduates greatly exceeds the rate in the civilian youth population. About 92 percent of the NPS accessions had earned a diploma, compared with an average of 67 percent for the civilian peer group since 1980.
5. New recruits scored significantly higher on the Armed Services Vocational Aptitude Battery than did a nationally representative sample of young people 18 to 23 years of age in 1980.
6. Women comprised about 12 percent of NPS accessions in FY 1986, with their lowest proportion in the Marine Corps (6.2 percent) and their highest in the Air Force (18.4 percent).
7. About 27 percent of new recruits were minorities (excluding non-black Hispanics). The minority figure for 18 to 21 year olds in the civilian population is approximately 18 percent.

8. The median age of new recruits in FY 1986 was 19.9 years, up slightly from FY 1985's 19.4 years.

9. The percentage of male NPS accessions who were married (9.8) is considerably less than the figure for the male civilian population 18 to 24 years of age (16.6). Proportionately more female accessions were married than male accessions (11.6 percent vs 9.8 percent). However, 28.6 percent of 18 to 24 year old civilian females were married, a figure more than twice that of female accessions (11.6 percent).

SECTION III

THE ACTIVE ENLISTED FORCE

INTRODUCTION

This section provides an examination of the total active enlisted force and, in doing so, creates a broad framework which may assist the reader in interpreting the discussion in Section II. Through the inspection of data presented in this section, additional insight will be gained in regard to the new recruits.

The enlisted force consists of recruits serving their first term of enlistment (which is usually defined as the first four years of service) and career members who are serving successive terms of enlistment. Of the 1.8 million members serving in the enlisted force in FY 1986, approximately 51 percent were first term enlistees and 49 percent were careerists.

For purposes of assessing the "representativeness" of the active forces, the appropriate nonmilitary comparison group used in this section is the civilian labor force. In addition, selected comparisons are made between new recruits and the total active enlisted force.

PERSONAL CHARACTERISTICS OF THE ENLISTED FORCE

EDUCATION AND APTITUDE

As of 1983, about 80 percent of the *employed* labor force, including both blue collar and white collar workers, had completed at least a high school education.¹ Among the total population 16 years and older, this figure is about 70 percent. Among members

¹ U.S. Bureau of Labor Statistics, Bulletin 2191. The civilian population baselines used here include persons ages 16 and 17. The presence of these age groups limits the strict comparability of such baselines to the enlisted force.

of the active enlisted force in FY 1986, 97 percent had at least a high school education (including both high school diploma graduates and those with General Educational Development certificates and other credentials), as seen in Table III-1. The data are shown separately for less than and more than four years of service. The high-school-equivalent-or-better figure ranges from 94 percent in the Navy up to 100 percent in the Air Force. The Army ranks first among the Services in terms of its percentage of enlisted college graduates, four percent, but the Air Force has the highest percentage of members with at least some college experience, nine percent.

Table III-1 reflects a higher concentration of members with college experience among those having more than four years of military service, as compared with those having served less than four years. This occurs in part because many active duty members attend college during their second and/or subsequent term(s) of service, and may also suggest that those members with college experience are more likely to remain for two or more terms than members without college experience.

Table III-2 presents the high school completion rates of the enlisted force and the civilian labor force for the past several years. Both groups exhibit an overall trend of increasing proportions of high school education, driven by the high percentage of today's young people who are completing secondary school. The older population tends to have less education, allowing the younger population to significantly influence the overall completion rate for the civilian labor force.

DEMOGRAPHIC-RELATED CHARACTERISTICS

Women constituted 10.0 percent of the active enlisted components in FY 1986, ranging from 5.2 percent in the Marine Corps to 12.3 percent in the Air Force, as seen in Table III-3. In Section II it was noted that women made up 12.2 percent of new recruits in FY 1986, varying from 6.2 percent in the Marine Corps to 18.4 percent in the

TABLE III-1

**PERCENTAGE DISTRIBUTION OF EDUCATIONAL ATTAINMENT FOR THE ACTIVE
ENLISTED FORCE, BY SERVICE AND YEARS OF SERVICE
FY 1986**

EDUCATIONAL ATTAINMENT	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL
<u>FOUR OR FEWER YEARS OF SERVICE</u>					
NHSDG ^a	4.4	4.2	1.8	0.1	3.1
GED	5.0	4.1	1.3	0.0	3.2
OTHER	0.9	0.1	8.0	0.0	1.3
HSDG TOTAL^b	89.7	91.5	88.9	99.9	92.4
NO COLLEGE	85.3	88.2	87.2	95.2	88.5
1 YR COLLEGE	0.0	0.0	0.1	0.0	0.0
ASSOC. DEGREE	1.1	1.4	0.8	2.7	1.5
COLLEGE GRAD	3.3	1.9	0.8	2.0	2.3
<u>MORE THAN 4 YEARS SERVICE</u>					
NHSDG ^a	2.0	7.4	1.5	0.1	2.9
GED	14.7	7.7	11.6	0.1	8.0
OTHER	0.0	0.1	6.6	0.0	0.5
HSDG TOTAL^b	83.3	84.8	80.3	99.9	88.6
NO COLLEGE	75.1	80.9	76.3	87.7	80.6
1 YR COLLEGE	0.1	0.5	0.5	0.0	0.2
ASSOC. DEGREE	3.3	1.8	2.0	8.4	4.3
COLLEGE GRAD	4.8	1.6	1.5	3.9	3.4
<u>TOTAL</u>					
NHSDG ^a	3.3	5.8	1.7	0.1	3.0
GED	9.4	5.9	5.2	0.1	5.5
OTHER	0.5	0.1	7.5	0.0	0.9
HSDG TOTAL^b	86.8	88.3	85.7	99.9	90.4
NO COLLEGE	80.6	84.6	83.1	90.8	84.6
1 YR COLLEGE	0.1	0.3	0.3	0.0	0.1
ASSOC. DEGREE	2.1	1.6	1.3	6.0	2.9
COLLEGE GRAD	4.0	1.8	1.0	3.2	2.8

^a NHSDG is an abbreviation for non-high school diploma graduate.

^b HSDG is an abbreviation for high school diploma graduate.

Source: DMDC.

TABLE III-2

**HIGH SCHOOL GRADUATES^a AS A PERCENTAGE OF ACTIVE
ENLISTED FORCE, BY SERVICE, AND OF CIVILIAN LABOR FORCE
FISCAL YEARS 1973-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN LABOR FORCE^b
1973	71	85	67	90	80	68
1974	74	85	67	90	80	69
1975	79	85	69	93	83	71
1976	82	86	73	95	86	72
Transition Quarter	82	87	75	95	86	c
1977	83	87	79	97	87	73
1978	86	88	82	97	89	74
1979	86	88	84	98	89	75
1980	83	87	85	98	88	76
1981	86	88	87	98	90	77
1982	87	89	89	99	91	78
1983	93	91	94	99	94	80
1984	96	94	97	100	97	c
1985	96	94	98	100	97	c
1986	97	94	98	100	97	c

^a Includes those having state-certified General Educational Development certificates and other credentials.

^b Percentage of civilian labor force with a high school education or more in March of each year. Source for 1980-1985: U.S. Bureau of Labor Statistics, Handbook of Labor Statistics; Table 65 for 1980-1982; Bulletin 2191 for 1983.

c Data not available.

Source for military data: DMDC.

Air Force. In all Services, women are more heavily represented among new recruits than in the overall enlisted force. By way of comparison, 44.5 percent of the civilian labor force in 1986 was female, as opposed to the 10.0 percent figure already mentioned for the DoD active enlisted force.² Table III-3 also shows that female participation in the active enlisted components has increased steadily over the past seven years.

² Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

TABLE III-3

**WOMEN AS A PERCENTAGE OF THE ACTIVE ENLISTED FORCE,
BY SERVICE, FISCAL YEARS 1980 - 1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1980	9.1	6.5	3.7	11.3	8.5
1981	9.6	7.3	4.1	11.5	8.9
1982	9.6	7.7	4.5	11.1	9.0
1983	9.9	8.2	4.7	11.3	9.3
1984	10.0	8.5	4.9	11.4	9.5
1985	10.2	9.0	5.1	11.8	9.8
<u>1986</u>	<u>10.4</u>	<u>9.0</u>	<u>5.2</u>	<u>12.3</u>	<u>10.0</u>

Source: DMDC.

Minorities constituted 29.4 percent of the active enlisted force in FY 1986, up slightly from the 1985 figure of 29.2 percent. The Navy had the lowest proportion of minorities (24.0 percent), while the Army had the highest (37.6), as seen in Table III-4. These percentages are significantly higher than those for NPS accessions in FY 1986, where minorities represented 26.9 percent of DoD-wide accessions, with a high of 29.8 percent in the Army. The higher percentages for the active force relative to recent accessions can be attributed to the fact that in previous years a greater proportion of minorities was recruited, and to the higher reenlistment rates of minority members.

The 1986 figure of 29.4 percent for minorities as a percentage of the enlisted force contrasts sharply with the 1986 percentage of minorities in the civilian labor force, which was reported to be 13.6 percent³. However, the Services have long been recognized as an excellent means of achieving upward mobility for minorities. It should come as no surprise, then, that there are proportionally more minorities in the Services than in the civilian labor force.

³ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

TABLE III-4

**MINORITIES^a AS A PERCENTAGE OF THE ACTIVE ENLISTED FORCE,
BY SERVICE, FISCAL YEARS 1973 - 1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1973	24.6	15.3	24.6	17.9	20.2
1974	28.4	16.5	26.2	19.0	22.4
1975	29.6	16.5	26.7	19.6	20.7
1976	31.3	16.6	25.9	19.9	24.0
Transition Quarter	35.5	17.5	26.7	20.0	25.2
1977	34.5	17.8	27.1	20.3	25.7
1978	37.7	18.6	29.0	20.8	27.4
1979	41.0	19.9	31.7	22.0	29.6
1980	41.3	20.6	30.8	23.7	30.3
1981	41.6	21.2	29.9	24.1	30.5
1982	40.9	21.6	28.9	24.5	30.3
1983	39.2	22.2	27.6	24.3	29.6
1984	38.2	22.6	27.0	24.2	29.2
1985	37.6	23.1	27.8	24.3	29.2
1986	37.6	24.0	28.7	24.3	29.4

^a Minorities include all enlistees who are not white, or are white and are categorized as being of Hispanic origin.

Source: DMDC .

The average age of the military enlisted force was approximately 25.3 years in FY 1986. The enlisted force is much younger than the civilian labor force, as seen in Table III-5. About half (48.3 percent) of the civilian force is 35 years of age and over, compared with only 10.6 percent of the enlisted force. This finding simply reflects the efforts of the Military Services to maintain a youthful and vigorous force.

Table III-6 confirms the fact that the percentage of military members who are married tends to increase with age, as it does for the civilian population. The table also displays a consistent pattern across the various age groups: marriage percentages are higher for males in the military than they are for civilian males. On the other hand, marriage percentages for female enlistees are somewhat lower than those for civilian women.

TABLE III-5
PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE
BY AGE AND SERVICE, FY 1986, COMPARED TO THE
CIVILIAN LABOR FORCE

AGE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL^a	CIVILIAN LABOR FORCE, 1986^b	
						1986^b	6.7
16-19	23.1	20.4	30.0	14.9	20.8		
20-24	36.0	38.1	41.8	36.9	37.4		13.1
25-34	30.9	31.2	22.9	34.5	31.2		29.4
35-44	9.4	9.6	5.0	13.2	10.0		23.1
45-54	0.6	0.8	0.3	0.5	0.6		15.1
55-64	c	c	c	c	c		10.1

^a Source for military data: DMDC.

^b Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

c Less than one tenth of one percent.

TABLE III-6
PERCENTAGE OF ACTIVE ENLISTED FORCE^a WHICH IS MARRIED,
BY AGE GROUP, GENDER, AND SERVICE, FY 1986,
COMPARED TO THE CIVILIAN POPULATION^b

AGE	ARMY		NAVY		MARINE CORPS		AIR FORCE		DOD		1986 CIVILIANS^b	
	M	F	M	F	M	F	M	F	M	F	M	F
16-19	7.0	9.4	5.4	7.3	5.7	9.7	10.3	11.2	6.9	9.5	N/A	N/A
20-24	34.7	38.3	29.5	32.2	30.9	43.8	45.0	42.0	35.2	38.2	21.3	35.2
25-34	77.8	59.1	67.2	43.9	73.6	58.6	77.9	63.0	74.5	56.7	56.8	63.8
35-44	89.6	54.2	85.3	40.7	88.8	49.1	89.5	65.9	88.4	54.4	74.8	71.2
45-54	91.9	36.8	90.3	28.6	92.0	33.3	92.3	45.5	91.5	35.0	80.2	71.7
55-64	87.0	0.0	90.2	28.6	100.0	0.0	96.8	100.0	91.7	30.0	80.7	67.6

^a Source for military data: DMDC.

^b Source: U.S. Bureau of the Census.

ORGANIZATIONAL-RELATED CHARACTERISTICS OF THE ENLISTED FORCE

RANK

Enlisted personnel ranks are represented by the pay grades E-1 (lowest) through E-9 (highest). Table III-7 shows the percentage distribution of enlisted personnel by pay grade and Service in FY 1986. About one third of enlisted personnel were in pay grades E-1 through E-3. The percentage of the force in grades E-8 and E-9, by law, cannot exceed three percent (10 USC 517). Table III-8 shows the DoD-wide distribution of active duty enlisted personnel by pay grade from FY 1980 through 1986. No dramatic changes in the distribution are evident over time.

Tables III-9 and III-10 show female and minority representation, respectively, by pay grade. For each Service, the proportion of women serving in pay grades E-1 through E-5 is essentially the same as or higher than their overall proportion within that Service. The fact that women are underrepresented in pay grades E-6 through E-9 is due to a variety of causes: female enlistment in large numbers is a relatively recent occurrence, females have shown lower reenlistment rates, and promotion to higher pay grades is largely based upon time spent in service. Minorities are more heavily represented in the middle ranks, E-4 through E-6, than they are in the other ranks.

TABLE III-7

PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED PERSONNEL, BY PAY GRADE AND SERVICE, FY 1986

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	8.6	8.1	7.2	4.6	7.2
E-2	7.1	8.5	11.6	7.7	8.1
E-3	14.3	17.0	31.1	18.5	17.8
E-4	28.1	21.2	19.3	23.2	24.1
E-5	17.9	20.2	13.8	23.1	19.6
E-6	13.2	15.6	8.7	12.0	13.1
E-7	7.8	6.5	5.3	7.9	7.2
E-8	2.3	2.0	2.2	2.0	2.1
E-9	0.7	0.9	0.8	1.0	0.8

Source: DMDC.

TABLE III-8
**PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE,
 BY PAY GRADE, FISCAL YEARS 1980-1986**

FISCAL YEAR	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
1980	10.6	9.9	17.8	22.5	18.3	11.7	6.6	1.9	0.7
1981	9.3	8.8	19.4	22.9	18.5	11.8	6.7	1.9	0.7
1982	7.8	8.1	21.1	22.6	18.6	12.1	6.8	2.0	0.8
1983	7.6	7.9	20.9	22.5	19.1	12.3	6.8	2.1	0.8
1984	7.1	7.5	20.3	23.2	19.2	12.7	7.0	2.1	0.8
1985	7.0	7.7	18.4	24.3	19.5	13.0	7.2	2.1	0.8
1986	7.2	8.1	17.8	24.1	19.5	13.1	7.2	2.1	0.8

Source: DMDC.

TABLE III-9
**WOMEN AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL
 IN EACH PAY GRADE, BY SERVICE, FY 1986**

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	9.5	6.8	4.2	17.5	9.5
E-2	10.3	10.5	5.2	17.6	11.5
E-3	11.4	13.8	4.8	15.0	11.9
E-4	13.2	10.6	6.8	13.7	12.2
E-5	12.3	9.8	7.4	13.6	11.7
E-6	7.4	5.5	3.8	6.7	6.4
E-7	3.5	2.3	1.8	2.4	2.8
E-8	1.5	1.0	1.3	0.9	1.2
E-9	0.4	0.3	0.7	0.4	0.4
All Pay Grades	10.4	9.0	5.2	12.3	10.0

Source: DMDC.

OCCUPATION

Each of the Services has its own coding scheme for designating the specific occupations of its personnel. The Department of Defense has integrated the different schemes at various levels of aggregation into a single classification taxonomy⁴.

⁴ OASD (FM&P), Occupational Conversion Manual: Enlisted/Officer/Civilian, January 1987.

TABLE III-10

**MINORITIES AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL
IN EACH PAY GRADE, BY SERVICE, FY 1986**

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	30.2	28.3	29.8	19.1	27.7
E-2	28.5	25.3	28.5	21.4	25.8
E-3	30.7	27.9	27.4	21.5	26.9
E-4	37.3	22.9	27.4	25.4	30.0
E-5	47.3	22.1	33.3	26.8	32.7
E-6	45.6	23.8	31.0	27.3	33.1
E-7	33.5	21.0	26.9	23.3	26.9
E-8	31.4	15.7	21.3	20.5	23.6
E-9	36.8	12.5	22.9	16.9	21.8
All Pay Grades	37.6	24.0	28.7	24.3	29.4

Source: DMDC.

The distribution of enlisted personnel by occupational designation is presented in Table III-11 at the highest level of aggregation (referred to as a one-digit occupational category). "Electrical and Mechanical Equipment Repairers," at more than 20 percent DoD-wide, accounts for the largest occupational segment of the enlisted force. The proportion of personnel assigned to each occupational grouping varies significantly across the Services, depending on their respective missions. Little change has occurred in the occupational distribution of the enlisted force between FY 1980 and FY 1986, as seen in Table III-12.

Military jobs require individuals with differing levels of aptitude; therefore, average AFQT percentile scores of enlisted personnel vary significantly across occupational categories. This information is presented in Table III-13. The scores of Electronic Equipment Repairmen, Communications and Intelligence Specialists, Medical and Dental Specialists, and Other Technical and Allied Specialists, are above average for all enlisted occupational categories. These occupations may be considered to require relatively greater aptitude than other military occupations, although the requirements within an occupational area may vary across the Services.

TABLE III-11

**PERCENTAGE DISTRIBUTION OF ENLISTED PERSONNEL BY BROAD
OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY^a	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews, and Seamanship Specialists	24.6	4.7	22.8	5.2	14.2
1-Electronic Equipment Repairmen	5.1	13.4	6.7	11.5	9.2
2-Communications and Intelligence Specialists	12.7	9.8	7.4	5.8	9.5
3-Medical and Dental Specialists	5.6	5.8	b	4.5	4.8
4-Other Technical and Allied Specialists	2.6	0.8	2.2	3.6	2.3
5-Functional Support and Administration	16.0	9.9	15.4	22.3	16.0
6-Electrical/Mechanical Equipment Repairmen	15.1	25.7	18.0	23.8	20.6
7-Craftsmen	2.2	5.9	2.6	5.6	4.2
8-Service and Supply Handlers	11.2	5.0	13.9	9.3	9.3
9-Non-Occupational^c	4.6	19.2	11.0	6.8	9.8

^a Based on the Department of Defense occupational classification system. One-digit codes precede the titles of the ten occupational categories shown here.

^b The Navy provides the Marine Corps with medical support.

^c Non-occupational includes patients, prisoners, officer candidates and students, persons serving in undesignated or special occupations, and persons who are not yet occupationally qualified (Service members who are in basic or occupational training).

Source: DMDC.

TABLE III-12

**PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE,
BY BROAD OCCUPATIONAL CATEGORY, FISCAL YEARS 1980 - 1986**

OCCUPATIONAL CATEGORIES ^a	1980	1981	1982	1983	1984	1985	1986
0	13.8	13.9	13.9	14.0	14.2	14.5	14.2
1	8.8	8.7	9.1	9.4	9.5	9.5	9.2
2	8.2	8.8	8.9	9.2	9.8	9.5	9.5
3	4.4	4.6	4.6	4.7	4.8	4.8	4.8
4	2.1	2.3	2.3	2.3	2.4	2.4	2.3
5	15.3	16.2	15.9	16.0	15.7	15.8	16.0
6	19.8	20.2	20.4	20.5	19.6	20.1	20.6
7	4.0	4.1	4.1	4.0	4.1	4.2	4.2
8	8.8	9.4	9.3	9.2	9.4	9.4	9.3
9	14.4	11.5	11.3	10.7	9.7	9.8	9.8
UNKNOWN	0.4	0.3	0.2	0.0	0.8	0.0	0.1

^a See Table III-11 for names of occupational categories.

Source: DMDC.

Tables III-14 and III-15 show the percentages of women and minorities, respectively, in each occupational category. In FY 1986, 29.4 percent of the members of the enlisted force were minorities, and 10.0 percent were women. Both figures show an increase of 0.2 percent since FY 1985. Women are most heavily concentrated in Functional Support and Administration (23.2 percent) and Medical and Dental specialists (24.3 percent). Women are also heavily concentrated in these areas within the civilian sector. They constituted 80.4 percent of Administrative Support and 84.1 percent of

TABLE III-13

**AVERAGE AFQT PERCENTILE SCORES^a OF ENLISTED PERSONNEL,
BY SERVICE AND OCCUPATIONAL CATEGORY, FY 1986**

OCCUPATIONAL CATEGORY ^b	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews, and Seamanship Specialists	51.9	53.8	53.1	58.1	53.1
1-Electronic Equipment Repairmen	62.7	74.0	74.3	75.9	72.4
2-Communications and Intelligence Specialists	58.4	62.7	59.6	69.1	61.4
3-Medical and Dental Specialists	58.2	61.0	a	65.1	60.9
4-Other Technical and Allied Specialists	58.2	70.5	63.6	66.1	63.1
5-Functional Support and Administration	51.4	57.4	58.5	58.6	55.7
6-Electrical/Mechanical Equipment Repairmen	50.5	61.0	57.3	56.9	56.6
7-Craftsmen	47.3	54.6	53.6	54.9	53.2
8-Service and Supply Handlers	49.7	44.2	50.6	56.2	50.8
9-Non-Occupational	59.8	53.3	62.1	64.9	57.5

^a AFQT scores range from 01 to 99, with a mean of 50 and standard deviation of 20.

^b The Navy provides the Marine Corps with medical support.

Source: DMDC.

Health Technicians in the 1986 employed civilian labor force, although they made up only 44.4 percent of employed civilian workers overall.⁵

⁵ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Tables 3 and 22.

As shown in Table III-15, minorities had the greatest representation in the Functional Support and Administration, and Service and Supply Handlers categories (42.4 and 36.3 percent, respectively). This differs from the civilian sector as 27 percent of the employed minority population work in Administrative Support and 23 percent in Service Occupations.⁶ Minority Service members were assigned to the Electronic Equipment Repair, Electrical/Mechanical Equipment Repair, and Craftsmen categories, with figures of 16.3, 23.5 and 23.0 percent, respectively. These numbers are all relatively higher than the civilian sector representation of 14.0, 14.5 and 14.5 percent. The proportion of minorities in all military occupations is 29.4 percent.

⁶ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 21.

TABLE III-14

**WOMEN AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL,
BY OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews and Seamanship Specialists	0.4	2.4	0.0	1.8	0.7
1-Electronic Equipment Repairers	6.6	3.7	3.5	22.2	5.0
2-Communications and Intelligence Specialists	11.1	13.6	6.8	15.5	12.2
3-Medical and Dental Specialists	26.0	19.4	a	28.1	24.3
4-Other Technical and Allied Specialists	10.2	18.2	6.5	9.2	10.2
5-Functional Support and Administration	25.6	21.6	14.0	23.8	23.2
6-Electrical/Mechanical Equipment Repairers	5.0	3.3	2.6	4.6	3.5
7-Craftsmen	3.3	5.0	4.7	5.0	4.7
8-Service and Supply Handlers	11.5	7.7	6.2	14.3	10.4
9-Non-Occupational	14.2	11.3	6.1	16.6	12.2
All Occupations	10.5	9.0	5.2	12.3	10.0

^a The Navy provides the Marine Corps with medical support.

Source: DMDC.

TABLE III-15

**MINORITIES AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL,
BY OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews and Seamanship Specialists	33.5	21.0	28.6	22.2	30.0
1-Electronic Equipment Repairers	30.5	11.7	13.9	13.9	16.3
2-Communications and Intelligence Specialists	35.9	21.9	27.4	21.0	28.9
3-Medical and Dental Specialists	42.3	30.4	a	29.1	35.1
4-Other Technical and Allied Specialists	29.6	13.6	23.8	20.1	25.9
5-Functional Support and Administration	54.8	34.6	38.0	34.9	42.4
6-Electrical/Mechanical Equipment Repairers	30.9	20.4	24.0	20.4	23.5
7-Craftsmen	31.5	15.8	32.6	24.6	23.0
8-Service and Supply Handlers	38.5	44.0	35.1	33.5	36.3
9-Non-Occupational	29.4	29.6	24.8	19.0	27.1
All Occupations	37.6	24.0	28.6	24.3	29.4

^a The Navy provides the Marine Corps with medical support.

Source: DMDC.

SUMMARY OF FINDINGS

The findings of Section III may be summarized as follows:

1. Of the 1.8 million members of the enlisted force in FY 1986, about 51 percent were first term enlistees and 49 percent were careerists.
2. Ninety-five percent of the active enlisted force were high school graduates (including GED certificate holders), compared with 80 percent in the civilian labor force.
3. Women constituted 10.0 percent of the active enlisted force, compared with 44.5 percent of the 1986 civilian labor force.
4. Racial/ethnic minorities constituted 29.4 percent of the active enlisted force, compared with 13.6 percent of the civilian labor force.
5. Only 10.6 percent of the enlisted force was 35 years of age or older, compared with 48.3 percent of the civilian labor force.
6. Mean AFQT scores vary considerably across occupational categories in the enlisted force, with the highest mean scores for Electronic Equipment Repairers (72.4) and the lowest for Service and Supply Handlers (50.8).

SECTION IV

CONCLUDING REMARKS

There are compelling reasons for seeking to achieve approximate population "representation" in the American military. However, as observed by the Defense Manpower Commission¹ and the President's Military Manpower Task Force,² the concept of "representation" has limited value as a realistic policy objective for the nation's peacetime force. Indeed, there are numerous practical problems in applying the concept. Some of the major problems are briefly addressed below.

REGULATING ENLISTMENTS

Under the present system of voluntary enlistments, the Military Services do *not* attempt to regulate directly the demographic characteristics of new recruits. Minimum standards for education, aptitude, physical condition, medical history, moral character, and other background factors are established so that the Services can take the most qualified volunteers each year. Highly qualified applicants are generally not turned away, and no preferential treatment is given to one applicant over another who is equally qualified for enlistment and job assignment. No effort is made to create a "representative" force, although enlistment standards do have differential effects on the service eligibility of persons from various demographic backgrounds.

The military is an "equal opportunity employer" of young men and women to the greatest extent possible under existing laws and defense requirements. However, the

¹ Defense Manpower Commission, Defense Manpower: Keystone of National Security, Report to the President and Congress (Washington, D.C.: Government Printing Office, April 1976).

² Military Manpower Task Force, A Report to the President on the Status and Prospects of the All-Volunteer Force, Revised Edition (Washington, D.C.: Government Printing Office, November 1982).

participation of women is regulated to some degree by Federal statutes which prohibit the participation of women in combat occupations.

MEASUREMENT DIFFICULTIES

The American military has never been statistically representative of the populace across all major demographic dimensions. The closest the military has ever come to representing the general population completely was during the massive mobilization of World War II; but even then, there were age limitations, the participation of women was restricted, and blacks were barred from serving on an equal basis with whites.

There is currently no clear consensus on which population groups or social categories should have proportional representation in the military. Some variables now identified by observers as important (such as race or ethnicity, socioeconomic status, gender, and geographic origin) were largely ignored only two or three decades ago, while other characteristics once included in descriptive studies (such as religion) are now virtually ignored.

Thus, the population categories selected in evaluating the military's "representativeness" change over time, influenced by political factors as well as social and institutional values. Moreover, there is a wide variety of characteristics that may be said to affect assessments of proportional participation goals. The variables, scales of measurement, and interpretations of recruiting results consequently differ from study to study, depending on individual principles, perceptions, values, and expectations. Identical statistical data on civilian and military populations have often given rise to contradictory conclusions in the literature and commentary on recruiting results over the past 13 years. At any given time, there will always be those who are not thoroughly pleased with the types of people who are serving in the military's rank and file.

THE "QUALITY" DILEMMA

Military needs have very little to do with "quality representation" -- that is, duplicating the educational levels, aptitude, physical fitness, and moral character of the general population. Nor do military needs necessarily relate to any other type of "representation." Efficiency, performance, trainability, discipline, motivation, leadership, and the like are the standards military managers use to evaluate force capability. There is no clearly established relationship between internal organizational capabilities and the cross-sectional participation of the national population. There are some who argue, in fact, that "quality representation" runs counter to the objectives of military effectiveness. Persons in the bottom range of aptitude and education, they say, should be disqualified; while persons at the very top levels might be dissatisfied and probably ineffective in many enlisted occupations.

The Military Services strive to recruit "the most of the best" young men and women available each year. In FY 1986, 92 percent of new enlistees held high school diplomas, well above the national average of 67 percent for the military-age population. While this recruiting result does not conform to the objective of "representation," most manpower analysts agree that it is beneficial to the Nation's defense.

DISTRIBUTING THE "BURDENS" OF MILITARY SERVICE

One of the major arguments on behalf of "representation" is that the burdens of military service should be borne equally and fairly across all segments of society, rich and poor, minority and majority alike. Ironically, in the mid-1960s this argument was presented from the opposite point of view -- that the benefits of military service should be distributed equitably. This philosophy was behind the creation of "Project 100,000," an accession program for young men (primarily the disadvantaged poor and minorities) who would otherwise have been disqualified from the draft or voluntary enlistment.

Equity-of-service perceptions are greatly influenced by assumptions about the ratio of benefits to burdens of military service. In today's all-volunteer system -- with opportunities for technical training, education, social development and mobility, job experience, personal fulfillment, and full-time employment at a much-improved wage -- military service is still described in negative terms by some and criticized for allowing certain population groups to carry more than their fair share of the burdens of national defense. There is little question that military service requires sacrifices on the part of those in uniform, but today's recruit accepts those sacrifices, voluntarily, as a necessary part of military life.

There is some question, then, whether the "burdens" of military service outweigh the "benefits" during peacetime. During a period of war, on the other hand, there is probably little disagreement over which prevails. Yet, if the Nation were to become involved in a protracted war, it is reasonable to assume that the younger population would be called to arms through a form of conscription that avoids the inequities of the past.

CREATING A "REPRESENTATIVE" MILITARY FORCE

As observed above, the Armed Services attempt to provide equal opportunity to applicants and personnel at all levels. Equal opportunity is a concept that relates to the individual (treating everyone alike): rights attach to the individual, and individual opportunity (as opposed to group opportunity) means that all people are judged solely on the basis of their personal qualifications. "Representation," conversely, classifies individuals according to groups and draws attention to group differences. Therefore, the application of policies to encourage "representation" may be at odds with the objective of providing equal opportunity.

Most analysts who have studied the military agree that the only certain method for creating a force truly "representative" of the qualified population is conscription. But such a draft could allow virtually no exemptions or deferments. It would have to provide a method for randomly selecting a portion of the eligible pool, or it would have to require that all serve in some capacity. In addition, it would have to place strong restrictions on voluntary enlistment (in all Military Services), so that the necessary balance of population groups could be maintained.

Whether or not the military should, in fact, be "representative" -- and, if so, to what degree (and what to do if it is not "representative") -- are questions that ultimately need to be answered by the Nation's citizens through their elected representatives in Congress. The American people, in public opinion surveys, have so far indicated that they are not generally concerned about the social composition of the current military.³ In the meantime, the Department of Defense and the Armed Services will continue to fill the military with the most highly qualified young volunteers that resources and recruiting conditions permit.

³ Davis, James A. and Sheatsly, Paul B. Americans View the Military: A 1984 Update, NORC Report No. 132 (Chicago, Illinois: National Opinion Research Center, University of Chicago, December 1985).

APPENDIX

TABLE A-1

**GRADUATES OF PUBLIC HIGH SCHOOLS FOR FY 1986, BY STATE,
COMPARED WITH 18 YEAR OLD POPULATION**

	<u>REPORTED GRADUATES^a</u>	<u>POPULATION, AGE 18^b</u>
<u>NORTHEAST REGION</u>	514733	747000
<u>New England Division</u>		
Maine	13006	18000
New Hampshire	10739	16000
Vermont	5600	9000
Massachusetts	60728	89000
Rhode Island	8915	15000
Connecticut	30449	47000
<u>Middle Atlantic Division</u>	385296	553000
New York	162165	264000
New Jersey	78781	114000
Pennsylvania	144350	175000
<u>NORTH CENTRAL REGION</u>	674435	882000
<u>East North Central Division</u>		
Ohio	120214	160000
Indiana	68799	84000
Illinois	114319	169000
Michigan	117926	144000
Wisconsin	58340	72000
<u>West North Central Division</u>	194837	253000
Minnesota	51988	62000
Iowa	34669	41000
Missouri	49204	73000
North Dakota	7674	10000
South Dakota	7870	10000
Nebraska	17845	23000
Kansas	25587	34000

^a Data provided by state Departments of Education.

^b U.S. Bureau of the Census, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex and Race: 1980-1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

TABLE A-1 (CONTINUED)

	<u>REPORTED GRADUATES</u>	<u>POPULATION, AGE 18</u>
<u>SOUTH REGION</u>	790079	1239000
<u>South Atlantic Division</u>	383825	603000
Delaware	5791	9000
Maryland	46700	69000
D.C.	3875	8000
Virginia	63113	88000
West Virginia	21870	29000
North Carolina	65865	99000
South Carolina	34500	53000
Georgia	59082	96000
Florida	83029	152000
<u>East South Central Division</u>	145997	233000
Kentucky	37762	57000
Tennessee	43480	71000
Alabama	39621	62000
Mississippi	25134	43000
<u>West South Central Division</u>	260257	403000
Arkansas	26227	36000
Louisiana	38428	71000
Oklahoma	34452	48000
Texas	161150	248000
<u>WEST REGION</u>	448126	685000
<u>Mountain Division</u>	131587	190000
Montana	9761	12000
Idaho	12059	15000
Wyoming	5587	7000
Colorado	32621	47000
New Mexico	15468	23000
Arizona	27533	48000
Utah	19774	26000
Nevada	8784	12000
<u>Pacific Division</u>	316539	495000
Washington	45805	64000
Oregon	26286	37000
California	229026	371000
Alaska	5464	8000
Hawaii	9958	15000
<u>U.S. TOTAL</u>	2427373	3553000

TABLE A-2

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

		SERVICE: ARMY			EDUCATION: HIGH SCHOOL SENIORS			EXAMINEES CONTRACTED ¹		PERCENT OF QUALIFIED, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL OTHER	QUALIFIED	13061	81%	7189	55%	44%	
NORTHEAST REGION		16193	1016	2014	102	3570	84	1867	52	44	
<u>New England Division</u>		4275	186	487	32	3570	84	1867	52	44	
Maine		895	40	88	3	764	85	346	45	39	
New Hampshire		478	22	55	4	397	83	233	59	49	
Vermont		311	10	34	2	265	85	154	58	50	
Massachusetts		1377	65	143	18	1151	84	592	51	43	
Rhode Island		264	14	24	0	226	86	116	51	44	
Connecticut		950	35	143	5	767	81	426	56	45	
<u>Middle Atlantic Division</u>		11918	830	1527	70	9491	80	5322	56	45	
New York		5174	339	657	36	4142	80	2213	53	43	
New Jersey		1988	197	247	16	1528	77	849	56	43	
Pennsylvania		4756	294	623	18	3821	80	2260	59	48	
NORTH CENTRAL REGION	26493	1658	3176	167	21491	81	11922	55	45		
<u>East North Central Division</u>		19226	1309	2342	113	15461	80	8498	55	44	
Ohio		5548	362	749	35	4402	79	2683	61	48	
Indiana		2389	167	307	16	1899	79	1087	57	45	
Illinois		3849	354	427	29	3039	79	1557	51	40	
Michigan		4906	347	521	22	4016	82	2038	51	42	
Wisconsin		2534	79	338	11	2105	83	1133	54	45	
<u>West North Central Division</u>		7267	349	834	54	6030	83	3424	57	47	
Minnesota		1981	66	218	13	1684	85	945	56	48	
Iowa		1436	77	159	15	1185	83	699	59	49	
Missouri		2053	132	236	12	1673	81	873	52	43	
North Dakota		250	14	31	2	203	81	131	65	52	
South Dakota		313	6	47	2	258	82	180	70	57	
Nebraska		540	22	55	2	461	85	297	64	55	
Kansas		694	32	88	8	566	82	299	53	43	

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-2 (CONTINUED)

SERVICE: ARMY EDUCATION: HIGH SCHOOL SENIORS							PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
SOUTH REGION	24571	1972	2892	162	19544	80%	11150	57%
South Atlantic Division	13808	1029	1614	82	11082	80	6315	45
Delaware	215	18	26	0	171	80	78	46
Maryland	1435	106	149	4	1176	82	630	54
D.C.	159	30	11	1	117	74	54	46
Virginia	2039	132	244	6	1657	81	849	51
West Virginia	1056	100	150	3	802	76	387	48
North Carolina	2206	99	281	16	1710	78	888	52
South Carolina	1102	112	81	8	901	82	476	53
Georgia	2022	140	238	14	1630	81	1091	67
Florida	3574	92	434	30	2918	82	1862	64
East South Central Division	4696	424	547	34	3691	79	2192	59
Kentucky	1276	94	165	6	1011	79	556	55
Tennessee	1313	89	187	9	1028	78	658	64
Alabama	1155	116	125	10	904	78	575	64
Mississippi	952	125	70	9	748	79	403	54
West South Central Division	6067	519	731	46	4771	79	2643	55
Arkansas	800	79	103	3	615	77	366	60
Louisiana	895	120	100	4	671	75	334	50
Oklahoma	569	44	91	1	433	76	233	54
Texas	3803	276	437	38	3052	80	1710	56
WEST REGION	13243	561	1693	105	10884	82	6602	61
Mountain Division	3649	141	445	19	3044	83	1834	50
Montana	319	7	65	2	245	77	177	72
Idaho	389	6	55	0	328	84	204	62
Wyoming	144	3	17	2	122	85	100	82
Colorado	982	32	114	7	829	84	512	62
New Mexico	393	26	39	1	327	83	177	54
Arizona	839	30	97	5	707	84	408	58
Utah	292	24	31	1	236	81	122	52
Nevada	291	13	27	1	250	86	134	54

TABLE A-2 (CONTINUED)

SERVICE: ARMY EDUCATION: HIGH SCHOOL SENIORS

TABLE A-3

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF EXAMINEES, QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MEDICAL	OTHER	QUALIFIED	EXAMINEES, QUALIFIED, CONTRACTED ¹		
NORTHEAST REGION	28786	2626	4317	580	21263	74%	14104	66%
New England Division	5517	351	838	98	4230	77	2660	63
Maine	942	47	158	7	730	77	456	62
New Hampshire	470	21	74	5	370	79	256	69
Vermont	324	20	55	5	244	75	186	76
Massachusetts	2041	133	272	52	1584	78	954	60
Rhode Island	333	17	46	12	258	77	155	60
Connecticut	1407	113	233	17	1044	74	653	63
Middle Atlantic Division	23269	2275	3479	482	17033	73	11444	67
New York	10256	926	1526	238	7566	74	4949	65
New Jersey	3718	492	499	85	2642	71	1727	65
Pennsylvania	9295	857	1454	159	6825	73	4768	70
NORTH CENTRAL REGION	45917	3789	6620	793	34715	76	23907	69
East North Central Division	32694	3000	4776	562	24356	74	16803	69
Ohio	8517	764	1322	142	6289	74	4346	69
Indiana	4503	386	651	90	3376	75	2375	70
Illinois	8700	1036	1210	190	6264	72	4194	67
Michigan	7644	661	1057	104	5822	76	4071	70
Wisconsin	3330	153	536	36	2605	78	1817	70
West North Central Division	13223	789	1844	231	10359	78	7104	69
Minnesota	2594	114	389	41	2050	79	1469	72
Iowa	2326	113	284	45	1884	81	1352	72
Missouri	4271	365	605	81	3220	75	2075	64
North Dakota	505	18	81	4	402	80	264	66
South Dakota	631	25	76	10	520	82	336	65
Nebraska	1325	67	170	27	1061	80	749	71
Kansas	1571	87	239	23	1222	78	859	70

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-3 (CONTINUED)

SERVICE: ARMY							EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	PERCENT OF EXAMINEES CONTRACTED	48%	
SOUTH REGION	72570	7306	8795	1180	55309	76%	34509	62%	62%	48%	
South Atlantic Division	34980	3581	4109	615	26695	76	16640	62	62	47	
Delaware	498	49	54	7	388	78	231	60	60	46	
Maryland	3928	505	480	66	2877	73	1677	58	58	43	
D.C.	769	170	73	21	505	66	271	54	54	35	
Virginia	4950	418	590	79	3883	78	2439	63	63	49	
West Virginia	2146	209	265	27	1645	77	1080	66	66	50	
North Carolina	6246	778	756	109	4603	74	2585	56	56	41	
South Carolina	3080	395	238	53	2394	78	1375	57	57	45	
Georgia	5169	409	566	94	4100	79	2824	69	69	55	
Florida	8194	648	1087	159	6300	77	4158	66	66	51	
East South Central Division	13726	1646	1688	221	10171	74	6381	63	63	46	
Kentucky	3444	291	507	41	2605	76	1755	67	67	51	
Tennessee	3438	334	459	49	2596	76	1850	71	71	48	
Alabama	3737	509	435	70	2723	73	1645	60	60	44	
Mississippi	3107	512	287	61	2247	72	1131	50	50	36	
West South Central Division	23864	2079	2998	344	18443	77	11488	62	62	48	
Arkansas	2373	260	298	30	1785	75	1185	66	66	50	
Louisiana	5110	523	637	61	3889	76	2401	62	62	47	
Oklahoma	2656	175	425	34	2022	76	1269	63	63	48	
Texas	13725	1121	1638	219	10747	78	6633	62	62	48	
WEST REGION	30679	1674	4207	597	24201	79	16387	67	67	53	
Mountain Division	9882	430	1351	195	7906	80	5339	68	68	54	
Montana	740	19	110	14	597	81	406	68	68	55	
Idaho	790	17	130	15	628	79	470	75	75	59	
Wyoming	462	8	61	10	383	83	329	86	86	71	
Colorado	2355	101	322	43	1889	80	1298	69	69	55	
New Mexico	1442	78	234	16	1114	77	738	66	66	51	
Arizona	2573	124	329	55	2065	80	1321	64	64	51	
Utah	861	50	96	28	687	80	398	58	58	46	
Nevada	659	33	69	14	543	82	379	70	70	58	

TABLE A-3 (CONTINUED)

	SERVICE: ARMY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
Pacific Division	20797	1244	2856	402	16295	78%	11048	68%
Washington	3101	104	474	49	2474	80	1724	56
Oregon	2196	51	403	21	1721	78	1250	57
California	14197	987	1748	321	11141	78	7486	67
Alaska	371	14	65	3	289	78	196	68
Hawaii	932	88	166	8	670	72	392	58
U.S. SUBTOTAL	177952	15395	23939	3150	135488	76	88907	66
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1422	407	105	2768	59	1350	49	29
UNKNOWN	311	34	14	49	214	69	113	53
TOTAL U.S. APPLICANTS	182966	16851	24360	3304	138470	76%	90370	65%
								49%

Source: DMDC.

TABLE A-4

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

		SERVICE: ARMY			EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF EXAMINEES QUALIFIED, CONTRACTED ¹		PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	EXAMS	MENTAL MEDICAL OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	1706	44%	27%	
NORTHEAST REGION		6419	1888	527	118	3886	61%	1706	44%	27%	
New England Division		1495	364	122	23	986	66	459	47	33	
Maine		203	55	10	2	136	67	41	30	20	
New Hampshire		173	54	12	4	103	60	52	50	30	
Vermont		75	27	6	3	39	52	21	54	28	
Massachusetts		633	138	50	11	434	69	204	47	38	
Rhode Island		131	25	9	1	96	73	52	54	40	
Connecticut		280	65	35	2	178	64	89	50	32	
Middle Atlantic Division		4924	1524	405	95	2900	59	1247	43	25	
New York		2871	911	228	56	1676	58	690	41	24	
New Jersey		779	185	72	13	509	65	244	48	31	
Pennsylvania		1274	428	105	26	715	56	313	44	25	
NORTH CENTRAL REGION		11227	3496	878	176	6677	59	2899	43	26	
East North Central Division		8301	2648	663	113	4877	54	2112	47	25	
Ohio		2270	704	161	25	1380	61	521	38	23	
Indiana		1216	408	114	18	676	56	329	49	27	
Illinois		2332	790	191	39	1312	56	593	45	25	
Michigan		1770	555	123	17	1075	61	466	43	26	
Wisconsin		713	191	74	14	434	61	203	47	28	
West North Central Division		2926	848	215	63	1800	62	787	44	27	
Minnesota		547	125	54	8	360	66	202	56	37	
Iowa		476	138	32	16	290	61	130	45	27	
Missouri		1344	433	82	28	801	60	296	37	22	
North Dakota		74	26	3	1	44	59	16	36	22	
South Dakota		78	18	6	1	53	68	28	53	36	
Nebraska		113	32	5	2	74	65	35	47	31	
Kansas		294	76	33	7	178	61	80	45	27	

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-4 (CONTINUED)

	SERVICE: ARMY	EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	QUALIFIED CONTRACTED	EXAMINEES CONTRACTED	QUALIFIED CONTRACTED
		MENTAL	MEDICAL	OTHER		
SOUTH REGION	13307	4046	786	190	8285	62%
South Atlantic Division	6183	1715	340	103	4025	65
Delaware	89	20	6	1	62	70
Maryland	591	203	42	12	334	57
D.C.	82	35	0	3	44	54
Virginia	979	279	55	7	638	65
West Virginia	454	193	18	6	237	62
North Carolina	725	185	41	15	484	67
South Carolina	480	148	20	8	304	63
Georgia	730	223	36	7	464	64
Florida	2053	429	122	44	1458	71
East South Central Division	2591	897	153	36	1505	58
Kentucky	782	271	44	7	460	59
Tennessee	829	269	61	10	489	59
Alabama	579	188	32	13	346	60
Mississippi	401	169	16	6	210	52
West South Central Division	4533	1434	293	51	2755	61
Arkansas	489	189	28	6	266	54
Louisiana	615	215	36	4	360	59
Oklahoma	526	171	44	4	307	58
Texas	2903	859	185	37	1822	63
WEST REGION	6716	1561	503	128	4524	67
Mountain Division	2045	473	130	36	1406	69
Montana	136	44	7	2	83	61
Idaho	197	31	18	4	144	73
Wyoming	84	17	8	1	58	69
Colorado	421	71	34	7	309	73
New Mexico	175	59	10	4	102	58
Arizona	748	193	37	12	506	68
Utah	95	21	5	4	65	68
Nevada	189	37	11	2	139	74

TABLE A-4 (CONTINUED)

	SERVICE: ARMY	EDUCATION: NON-HIGH SCHOOL GRADUATE	PERCENT OF TOTAL, CONTRACTED						
TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED						
	MENTAL MEDICAL OTHER								
Pacific Division	4671	1088	373	92	3118	67%	1421	46%	30%
Washington	625	111	68	11	435	70	205	47	33
Oregon	510	118	51	6	335	66	152	45	30
California	3450	840	245	70	2295	67	1037	45	30
Alaska	51	9	6	1	35	69	22	63	43
Hawaii	35	10	3	4	18	51	5	28	14
U.S. SUBTOTAL	37569	10991	2694	612	23372	62	9740	42	26
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	134	71	6	3	54	40	24	44	18
UNKNOWN	23	8	0	1	14	61	8	57	35
TOTAL U.S. APPLICANTS	37803	11062	2700	615	23426	62%	9764	42%	26%

Source: DMDC.

TABLE A-5

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY			EDUCATION: GED			PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MEDICAL MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
NORTHEAST REGION								
New England Division	2270	446	222	90	1512	67%	832	55%
Maine	413	52	49	16	296	72	176	59
New Hampshire	69	18	8	1	42	61	14	33
Vermont	47	6	3	1	37	79	21	57
Massachusetts	36	8	4	2	22	61	13	59
Rhode Island	159	14	22	8	115	72	69	60
Connecticut	30	2	2	3	23	77	20	87
	72	4	10	1	57	79	39	68
Middle Atlantic Division	1857	394	173	74	1216	65	656	54
New York	1191	261	113	57	760	64	406	53
New Jersey	185	29	14	4	138	75	68	49
Pennsylvania	481	104	46	13	318	66	182	57
NORTH CENTRAL REGION	2654	451	236	109	1858	70	1023	55
East North Central Division	1629	308	143	66	112	68	610	55
Ohio	221	31	15	12	163	74	94	58
Indiana	238	55	21	17	145	61	90	62
Illinois	468	100	48	22	298	64	146	49
Michigan	462	89	33	5	335	73	179	53
Wisconsin	240	33	26	10	171	71	101	59
West North Central Division	1025	143	93	43	746	73	413	55
Minnesota	153	22	15	10	106	69	61	58
Iowa	219	34	21	11	153	70	93	61
Missouri	318	45	29	9	235	74	119	51
North Dakota	33	2	4	1	26	79	15	58
South Dakota	61	11	1	4	45	74	17	38
Nebraska	81	9	9	2	61	75	38	62
Kansas	160	20	14	6	120	75	70	58

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-5 (CONTINUED)

<u>SOUTH REGION</u>	DISQUALIFIED				<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>
	<u>TOTAL EXAMS</u>	<u>MENTAL</u>	<u>MEDICAL</u>	<u>OTHER</u>			
<u>South Atlantic Division</u>	5298	1045	438	152	3663	69%	45%
Delaware	2307	411	186	76	1634	71	724
Maryland	33	9	1	0	23	70	12
D.C.	242	59	19	2	162	67	66
Virginia	59	20	2	3	34	58	12
West Virginia	266	44	27	11	184	69	95
North Carolina	198	69	17	2	110	56	52
South Carolina	297	52	24	9	212	71	79
Georgia	171	28	7	8	128	75	48
Florida	237	43	16	9	169	71	84
<u>East South Central Division</u>	977	253	74	28	622	64	268
Kentucky	261	46	19	4	192	74	94
Tennessee	212	44	26	7	135	64	61
Alabama	228	53	19	9	147	64	61
Mississippi	276	110	10	8	148	54	52
<u>West South Central Division</u>	2014	381	178	48	1407	70	660
Arkansas	180	34	16	9	121	67	73
Louisiana	212	22	36	4	150	71	83
Oklahoma	168	22	16	8	122	73	58
Texas	1454	303	110	27	1014	70	446
<u>WEST REGION</u>	2307	241	221	81	1764	76	914
<u>Mountain Division</u>	1034	109	91	41	793	77	397
Montana	79	8	10	3	58	73	26
Idaho	79	5	9	4	61	77	37
Wyoming	53	8	2	1	42	79	14
Colorado	261	25	22	11	203	78	99
New Mexico	133	23	11	6	93	70	51
Arizona	327	32	32	13	250	76	124
Utah	38	6	1	2	29	76	18
Nevada	64	2	4	1	57	89	28

TABLE A-5 (CONTINUED)

	SERVICE: ARMY			EDUCATION: GED			PERCENT OF QUALIFIED, TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	
Pacific Division	1273	132	130	40	971	76%	517	53%
Washington	301	29	33	5	234	78	117	50
Oregon	210	24	26	3	157	75	78	50
California	703	75	67	29	532	76	295	55
Alaska	51	4	2	3	42	82	25	60
Hawaii	8	0	2	0	6	75	2	33
U.S. SUBTOTAL	12529	2183	1117	432	8797	70	4421	50
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	97	5	5	75	41	29	71	16
UNKNOWN	26	3	0	11	12	46	5	42
TOTAL U.S. APPLICANTS	12737	2283	1122	448	8884	70%	4455	50%

SOURCE: DMDC.

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TABLE A-6

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

		SERVICE: ARMY				EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED		PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	60%		44%	
NORTHEAST REGION		53668	5976	7080	890		39722	74%	23831			
New England Division		11700	953	1496	169		9082	78	5162	57		44
Maine		2109	160	264	13		1672	79	857	51		41
New Hampshire		1163	103	144	14		907	78	562	62		48
Vermont		746	65	99	12		570	76	374	66		50
Massachusetts		4210	350	487	89		3284	78	1819	55		43
Rhode Island		753	58	81	16		603	80	343	57		45
Connecticut		2709	217	421	25		2046	76	1207	59		45
Middle Atlantic Division		41968	5023	5589	721		30690	73	18669	61		44
New York		19492	2437	2524	387		14144	73	9258	58		42
New Jersey		6670	903	832	118		4817	72	2888	60		43
Pennsylvania		15806	1683	2228	216		11679	74	7523	64		48
NORTH CENTRAL REGION		86291	9394	10909	1245		64742	75	39751	61		46
East North Central Division		61850	7265	7924	854		45807	74	28023	61		45
Ohio		16556	1861	2247	214		12234	74	7644	62		46
Indiana		8346	1016	1093	141		6096	73	3881	64		46
Illinois		15349	2280	1876	280		10913	71	6490	59		42
Michigan		14782	16552	1734	148		11248	76	6754	60		46
Wisconsin		6817	456	974	71		5316	78	3254	61		48
West North Central Division		24441	2129	2985	391		18935	77	11728	62		48
Minnesota		5275	327	676	72		4200	80	2677	64		51
Iowa		4457	362	495	87		3512	79	2274	65		51
Missouri		7986	975	952	130		5929	74	3363	51		42
North Dakota		862	60	119	8		675	78	426	74		49
South Dakota		1083	60	130	17		876	81	561	64		52
Nebraska		2059	130	239	33		1657	80	1119	68		54
Kansas		2719	215	374	44		2086	77	1308	63		48

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-6 (CONTINUED)

	SERVICE: ARMY			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	QUALIFIED	EXAMINEES CONTRACTED	56%		
TOTAL EXAMS	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	56%	58%	43%
SOUTH REGION	115751	14369	12911	1684	86781	56%	50241	43%
South Atlantic Division	57277	6736	6249	876	43416	76	25256	58
Delaware	835	96	87	8	644	77	349	54
Maryland	6196	873	690	84	4549	73	2537	56
D.C.	1069	255	86	28	700	65	351	50
Virginia	8234	873	916	103	6342	77	3603	57
West Virginia	3853	571	450	38	2794	73	1592	57
North Carolina	9474	1214	1102	149	7009	74	3716	53
South Carolina	4833	683	346	77	3727	77	1999	54
Georgia	8158	815	856	124	6363	78	4188	66
Florida	14625	1356	1716	265	11288	77	6921	61
East South Central Division	21996	3220	2462	319	15989	73	9189	57
Kentucky	5763	702	735	58	4268	74	2578	60
Tennessee	5792	736	733	75	4248	73	2557	60
Alabama	5699	866	611	102	4120	72	2397	58
Mississippi	4736	916	383	84	3353	71	1657	49
West South Central Division	36478	4413	4200	489	27376	75	15796	58
Arkansas	3842	562	445	48	2787	73	1717	62
Louisiana	6832	880	809	73	5070	74	2904	57
Oklahoma	3919	412	576	47	2884	74	1689	59
Texas	21885	2559	2370	321	16635	76	9486	57
WEST REGION	52945	6921	6624	911	41373	78	25908	63
Mountain Division	16610	4037	2017	291	13149	79	8154	62
Montana	1274	78	192	21	983	77	637	65
Idaho	1455	59	212	23	1161	80	773	67
Wyoming	743	36	88	14	605	81	465	77
Colorado	4019	229	492	68	3230	80	2036	63
New Mexico	2143	186	294	27	1636	76	1015	62
Arizona	4487	379	495	85	3528	79	2062	58
Utah	1286	101	133	35	1017	79	562	55
Nevada	1203	85	111	18	989	82	604	61

TABLE A-6 (CONTINUED)

	SERVICE: ARMY				EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED			
Pacific Division	36335	2884	4607	620	28224	78%	17754	63%	49%
Washington	5608	277	797	72	4462	80	2849	64	51
Oregon	4301	216	692	37	3356	78	2165	65	50
California	24571	2235	2813	491	19032	77	11915	63	48
Alaska	601	32	84	8	477	79	307	64	51
Hawaii	1254	124	221	12	897	72	518	58	41
U.S. SUBTOTAL	308649	33776	37525	4730	232618	75	139731	60	45
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 5625 Guam, Puerto Rico and Virgin Islands)	1774	476	122	3252	58	1617	50	29	
UNKNOWN	390	49	17	62	262	67	139	53	36
TOTAL U.S. APPLICANTS	314664	35599	38017	4914	236132	75%	141487	60%	45%

TABLE A-7

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

SERVICE: NAVY EDUCATION: HIGH SCHOOL SENIORS							PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
NORTHEAST REGION								
New England Division	2384	91	294	21	1978	83	1359	69
Maine	378	13	58	2	305	81	221	72
New Hampshire	222	4	23	1	194	87	118	61
Vermont	124	6	15	1	102	82	66	65
Massachusetts	964	38	105	14	807	84	526	65
Rhode Island	188	8	22	0	158	84	119	75
Connecticut	508	22	71	3	412	81	309	75
Middle Atlantic Division	8037	363	1027	49	6598	82	4371	66
New York	3946	226	494	33	3193	81	2105	66
New Jersey	1379	43	151	4	1181	86	735	62
Pennsylvania	2712	94	382	12	2224	82	1531	69
NORTH CENTRAL REGION	14821	472	2027	87	12235	83	8404	69
East North Central Division	10702	351	1486	67	8798	82	5804	66
Ohio	3229	86	465	28	2650	82	1746	66
Indiana	1253	45	196	8	1004	80	696	69
Illinois	2557	91	335	11	2120	83	1381	65
Michigan	2326	98	301	11	1916	82	1209	63
Wisconsin	1337	31	189	9	1108	83	772	70
West North Central Division	4119	121	541	20	3437	58	2600	76
Minnesota	1049	26	146	5	872	83	649	74
Iowa	757	13	79	3	662	87	520	79
Missouri	1253	46	171	7	1029	82	750	73
North Dakota	116	4	20	0	92	79	81	88
South Dakota	145	7	10	1	127	88	106	83
Nebraska	372	12	39	4	317	85	242	76
Kansas	427	13	76	0	338	79	252	75

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-7 (CONTINUED)

	SERVICE: NAVY	EDUCATION: HIGH SCHOOL SENIORS			EXAMINEES QUALIFIED CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	10271	72%
SOUTH REGION	17461	750	2261	138	14314	82%	59%
South Atlantic Division	9454	375	1126	71	7882	83	5480
Delaware	210	12	20	3	175	83	103
Maryland	768	18	100	0	650	85	469
D.C.	42	3	8	0	31	74	22
Virginia	998	37	129	4	828	83	575
West Virginia	364	11	45	1	307	84	196
North Carolina	1455	79	178	14	1184	81	822
South Carolina	1084	50	107	8	919	85	575
Georgia	1431	67	177	8	1179	82	875
Florida	3102	98	362	33	2609	84	1843
East South Central Division	3675	194	497	39	2945	80	2228
Kentucky	580	17	88	4	471	81	361
Tennessee	1119	57	153	16	893	80	695
Alabama	1216	54	176	12	974	80	731
Mississippi	760	66	80	7	607	80	441
West South Central Division	4332	181	637	28	3487	80	2563
Arkansas	577	37	96	1	444	77	341
Louisiana	778	43	105	3	627	81	442
Oklahoma	470	25	95	6	344	73	271
Texas	2507	76	342	18	2072	83	1509
WEST REGION	11061	352	1315	63	9331	84	6486
Mountain Division	3242	68	353	12	2809	87	2020
Montana	312	5	39	0	268	86	202
Idaho	305	7	43	2	253	83	182
Wyoming	105	1	11	0	93	89	85
Colorado	759	21	75	4	659	87	469
New Mexico	395	7	50	2	336	85	254
Arizona	858	15	96	3	744	87	527
Utah	304	8	23	1	272	89	179
Nevada	204	4	16	0	184	90	122

TABLE A-7 (CONTINUED)

	SERVICE: NAVY	EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED		
		MENTAL MEDICAL OTHER	QUALIFIED			
<u>Pacific Division</u>						
Washington	7819	284	962	51	6522	83%
Oregon	1368	23	178	12	1155	84
California	1012	12	185	6	809	80
Alaska	5214	236	562	32	4384	84
Hawaii	30	0	6	0	24	80
<u>U.S. SUBTOTAL</u>	195	13	31	1	150	77
					116	77
<u>TERRITORIES AND POSSESSIONS</u>						
(American Samoa, Canal Zone, 222 Guam, Puerto Rico, and Virgin Islands)	31	28	2	161	77	94
<u>UNKNOWN</u>	9	0	1	0	8	89
<u>TOTAL U.S. APPLICANTS</u>	53995	2058	6952	360	44625	83%
					30991	69%
					69%	57%

Source: DMDC.

TABLE A-8

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF EXAMINEES QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED CONTRACTED		
NORTHEAST REGION								
New England Division	4471	160	647	90	3574	80	2220	62
Maine	668	21	108	7	532	80	361	68
New Hampshire	314	12	51	10	241	77	157	65
Vermont	206	9	35	8	154	75	110	71
Massachusetts	1832	68	227	40	1497	82	868	58
Rhode Island	342	12	37	6	287	84	173	60
Connecticut	1109	38	189	19	863	78	551	64
Middle Atlantic Division	16822	725	2396	321	13380	80	8839	66
New York	7784	296	1124	179	6185	79	4038	65
New Jersey	2601	113	303	50	2135	82	1372	64
Pennsylvania	6437	316	969	92	5060	79	3429	68
NORTH CENTRAL REGION	27676	982	4049	442	22203	80	15447	70
East North Central Division	19535	743	2825	311	15656	80	11052	71
Ohio	5596	209	836	92	4459	80	3246	73
Indiana	2543	82	379	62	2020	79	1422	70
Illinois	4811	223	673	71	3844	80	2668	69
Michigan	4366	157	561	57	3591	82	2470	69
Wisconsin	2219	72	376	29	1742	79	1246	72
West North Central Division	8141	239	1224	131	6547	80	4395	67
Minnesota	1770	55	280	37	1398	79	965	69
Iowa	1313	24	156	14	1119	85	753	67
Missouri	2519	76	432	39	1972	78	1334	68
North Dakota	329	14	45	5	265	81	190	72
South Dakota	261	8	41	7	205	79	145	71
Nebraska	860	31	100	16	713	83	429	60
Kansas	1089	31	170	13	875	80	579	66

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-8 (CONTINUED)

	SERVICE: NAVY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL OTHER	QUALIFIED	23760	54%	15174	64%	34%
SOUTH REGION	43982	2154	5647	553					
South Atlantic Division	20949	978	2541	393	17035	81	10814	63	52
Delaware	344	17	35	9	283	82	179	63	52
Maryland	2010	85	279	37	1609	80	1079	67	54
D.C.	212	16	30	8	156	75	99	63	47
Virginia	2699	83	374	27	2215	82	1383	62	51
West Virginia	808	39	128	14	627	78	445	71	55
North Carolina	3416	205	466	68	2677	78	1747	65	51
South Carolina	2238	128	198	70	1842	82	1132	61	51
Georgia	3271	211	335	60	2665	81	1647	62	50
Florida	5951	194	696	100	4961	83	3103	63	52
East South Central Division	8575	588	1102	160	6725	78	4360	65	51
Kentucky	1630	76	264	23	1267	78	866	68	53
Tennessee	2719	173	332	48	2166	80	1412	65	52
Alabama	2730	211	352	52	2115	77	1388	66	51
Mississippi	1496	128	154	37	1177	79	694	59	46
West South Central Division	14458	588	2004	180	11686	81	7558	65	51
Arkansas	1345	69	149	22	1105	82	764	69	57
Louisiana	3050	158	367	42	2483	81	1459	59	48
Oklahoma	1698	59	304	25	1310	77	911	70	54
Texas	8365	302	1184	91	6788	81	4424	65	53
WEST REGION	23558	798	3261	414	19085	81	12781	67	54
Mountain Division	6926	147	967	140	5672	82	3828	67	55
Montana	614	13	85	11	505	82	356	70	58
Idaho	596	14	127	11	444	74	330	74	55
Wyoming	291	4	27	6	254	87	199	78	68
Colorado	1800	41	222	44	1493	83	947	63	53
New Mexico	882	21	136	24	701	79	521	74	59
Arizona	1601	29	227	20	1325	83	896	68	56
Utah	663	14	77	12	560	84	300	54	45
Nevada	479	11	66	12	390	81	279	72	58

TABLE A-8 (CONTINUED)

	SERVICE: NAVY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	EXAMS	MENTAL	MEDICAL	OTHER	EXAMINEES QUALIFIED	CONTRACTED
Pacific Division	16632	651	2294	274	13413	81%	8953	67%
Washington	2267	55	363	31	1818	80	1281	70
Oregon	1665	45	307	15	1298	78	893	69
California	11960	477	1518	215	9750	82	6456	66
Alaska	173	2	23	1	147	85	102	69
Hawaii	567	72	83	12	400	71	221	55
U.S. SUBTOTAL	116509	4819	16000	2000	93688	80	62019	66
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 993 Guam, Puerto Rico and Virgin Islands)	142	97	26	728	73	393	54	40
UNKNOWN	84	2	7	3	72	86	51	71
TOTAL U.S. APPLICANTS	117586	4963	16104	2029	94488	80%	62463	66%
								53%

Source: DMDC.

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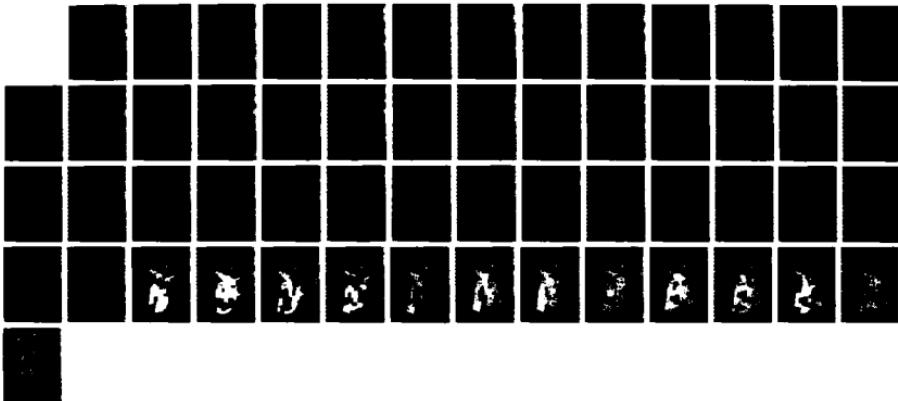
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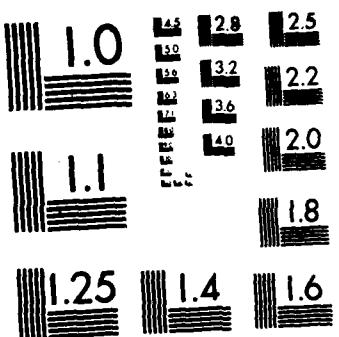
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TABLE A-9

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

		SERVICE: NAVY EDUCATION: NON-HIGH SCHOOL GRADUATE				PERCENT OF EXAMINEES QUALIFIED, CONTRACTED ¹		PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	CONTRACTED	QUALIFIED
NORTHEAST REGION		4478	1345	345	44	2744	61%	1806	66%
New England Division		1142	332	82	10	718	63	456	64
Maine		172	52	15	1	104	60	49	47
New Hampshire		126	25	11	1	89	71	56	63
Vermont		35	17	2	0	16	46	9	56
Massachusetts		433	131	23	6	273	63	181	66
Rhode Island		126	34	7	0	85	67	56	66
Connecticut		250	73	24	2	151	60	105	70
Middle Atlantic Division		3336	1013	263	34	2026	61	1350	67
New York		1595	473	128	23	971	61	643	66
New Jersey		653	167	60	4	422	65	289	68
Pennsylvania		1088	373	75	7	633	58	418	66
NORTH CENTRAL REGION		5975	1786	561	85	3543	59	2486	70
East North Central Division		4381	1386	399	67	2529	58	1761	70
Ohio		1157	345	102	22	688	59	453	66
Indiana		612	209	61	8	334	55	235	70
Illinois		1056	316	102	20	618	59	458	74
Michigan		1026	336	76	15	599	58	397	66
Wisconsin		530	180	58	2	290	55	218	75
West North Central Division		1594	400	162	18	1014	64	725	71
Minnesota		339	93	35	6	205	60	154	75
Iowa		267	47	31	1	188	70	144	77
Missouri		610	160	56	7	387	63	265	68
North Dakota		28	7	3	0	18	64	14	78
South Dakota		65	17	6	1	41	63	27	66
Nebraska		110	28	9	3	70	64	42	60
Kansas		175	48	22	0	105	60	79	75

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-9 (CONTINUED)

SERVICE: NAVY EDUCATION: NON-HIGH SCHOOL GRADUATE

	<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>MENTAL</u>	<u>MEDICAL</u>	<u>OTHER</u>	<u>QUALIFIED</u>	<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>
SOUTH REGION									
South Atlantic Division	7771	2324	599	98	4750	61%	2989	63%	38%
Delaware	3898	1170	258	50	2420	62	1484	61	38
Maryland	83	26	4	1	52	63	34	65	41
D.C.	274	83	23	2	166	61	108	65	39
Virginia	14	7	0	0	7	50	4	57	29
West Virginia	563	171	44	4	344	61	228	66	40
North Carolina	168	61	10	4	93	55	63	68	37
South Carolina	488	143	30	6	309	63	201	65	41
Georgia	381	99	22	8	252	66	149	59	39
Florida	645	214	44	3	384	60	249	65	39
East South Central Division	1510	524	110	19	857	57	585	68	39
Kentucky	331	119	27	2	183	55	139	76	42
Tennessee	526	182	47	6	291	55	202	69	38
Alabama	451	146	26	7	272	60	167	61	37
Mississippi	202	77	10	4	111	55	77	69	38
West South Central Division	2363	630	231	29	1473	62	920	62	39
Arkansas	249	76	23	1	149	60	88	59	35
Louisiana	398	112	41	8	237	60	141	59	35
Oklahoma	313	78	44	4	187	60	129	69	41
Texas	1403	364	123	16	900	64	562	62	40
WEST REGION	4026	952	348	62	2664	66	1849	69	46
Mountain Division	1202	276	105	26	795	66	534	67	44
Montana	68	26	4	1	37	54	20	54	29
Idaho	94	18	11	2	63	67	44	70	47
Wyoming	35	3	6	1	25	71	19	76	54
Colorado	320	81	26	9	204	64	135	66	42
New Mexico	117	28	8	4	77	66	44	57	38
Arizona	358	78	32	5	243	68	166	68	46
Utah	119	28	13	2	76	64	61	80	51
Nevada	91	14	5	2	70	77	45	64	49

TABLE A-9 (CONTINUED)

SERVICE: NAVY EDUCATION: NON-HIGH SCHOOL GRADUATE

	<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>				
	<u>MENTAL</u>	<u>MEDICAL</u>	<u>OTHER</u>	<u>QUALIFIED</u>					
Pacific Division	2824	676	243	36	1869	66%	1315	70%	46%
Washington	484	98	60	5	321	66	232	72	48
Oregon	325	96	19	1	209	64	112	54	34
California	1956	467	159	28	1302	67	948	73	48
Alaska	23	7	1	2	13	57	7	54	30
Hawaii	36	8	4	0	24	67	16	67	44
<u>U.S. SUBTOTAL</u>	<u>22250</u>	<u>6407</u>	<u>1853</u>	<u>289</u>	<u>13701</u>	<u>62</u>	<u>9130</u>	<u>67</u>	<u>41</u>
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	<u>33</u>	<u>12</u>	<u>1</u>	<u>0</u>	<u>20</u>	<u>61</u>	<u>9</u>	<u>45</u>	<u>27</u>
UNKNOWN	14	5	1	0	8	57	6	75	43
<u>TOTAL U.S. APPLICANTS</u>	<u>22297</u>	<u>6424</u>	<u>1855</u>	<u>289</u>	<u>13729</u>	<u>62%</u>	<u>9145</u>	<u>67%</u>	<u>41%</u>

Source: DMDC.

TABLE A-10

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY		EDUCATION: GED			PERCENT OF EXAMINEES QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
NORTHEAST REGION								
New England Division	2765	424	266	72	2003	72%	1219	61%
Maine	591	72	53	14	452	76	277	61
New Hampshire	96	12	10	1	73	76	35	48
Vermont	61	3	1	0	57	93	31	54
Massachusetts	33	5	6	2	20	61	16	80
Rhode Island	221	33	18	5	165	75	100	61
Connecticut	62	8	7	3	44	71	33	75
	118	11	11	3	93	79	62	67
Middle Atlantic Division	2174	352	213	58	1551	71	942	61
New York	1289	187	129	35	938	73	584	62
New Jersey	260	41	27	6	186	72	112	60
Pennsylvania	625	124	57	17	427	68	246	58
NORTH CENTRAL REGION	2579	319	260	78	1922	75	1213	63
East North Central Division	1680	230	164	48	1238	74	812	66
Ohio	277	35	21	12	209	75	131	63
Indiana	188	29	15	3	141	75	86	61
Illinois	514	75	62	15	362	70	250	69
Michigan	354	49	27	9	269	76	173	64
Wisconsin	347	42	39	9	257	74	172	67
West North Central Division	899	89	96	30	684	76	401	59
Minnesota	158	11	27	5	115	73	86	75
Iowa	124	10	12	4	98	79	49	50
Missouri	306	26	31	9	240	78	135	56
North Dakota	41	5	4	2	30	73	15	50
South Dakota	37	8	1	4	24	65	16	67
Nebraska	89	13	9	4	63	71	34	54
Kansas	144	16	12	2	114	79	66	58

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-10 (CONTINUED)

SOUTH REGION		5805	764	481	148	4412	76%	2588	59%	45%
South Atlantic Division		2469	286	195	67	1921	77	1107	58	44
Delaware		23	3	1	1	18	78	9	50	39
Maryland		195	20	15	4	156	80	98	63	50
D.C.		32	6	1	0	25	78	11	44	34
Virginia		342	43	28	8	263	77	159	60	46
West Virginia		120	35	7	1	77	64	60	78	50
North Carolina		324	40	32	17	235	73	145	62	45
South Carolina		204	18	14	5	167	82	86	51	42
Georgia		338	45	36	8	249	74	148	59	44
Florida		891	76	61	23	731	82	391	53	44
East South Central Division		1052	188	87	33	744	71	452	61	43
Kentucky		198	29	15	4	150	76	90	60	45
Tennessee		281	44	22	8	207	74	141	68	50
Alabama		333	53	34	10	236	71	135	57	41
Mississippi		240	62	16	11	151	63	86	57	36
West South Central Division		2284	290	199	48	1747	76	1029	59	45
Arkansas		189	25	14	5	145	77	93	64	49
Louisiana		376	40	37	4	295	78	165	56	44
Oklahoma		178	12	25	3	138	78	85	62	48
Texas		1541	213	123	36	1169	76	686	59	45
WEST REGION		2835	260	303	62	2210	78	1479	67	52
Mountain Division		946	92	114	25	715	76	433	61	46
Montana		42	7	6	1	28	67	17	61	40
Idaho		84	10	8	4	62	74	41	66	49
Wyoming		38	1	5	0	32	84	25	78	66
Colorado		323	35	38	5	245	76	128	52	40
New Mexico		157	12	27	3	115	73	75	65	48
Arizona		187	20	22	5	140	75	76	54	41
Utah		36	3	1	1	31	86	19	61	53
Nevada		79	4	7	6	62	78	52	62	66

TABLE A-10 (CONTINUED)

SERVICE: NAVY EDUCATION: GED

	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL MEDICAL OTHER	QUALIFIED		
Pacific Division	1889	168	1495	79%	55%
Washington	322	30	244	76	52
Oregon	247	31	176	71	48
California	1239	95	1014	82	59
Alaska	30	4	24	80	57
Hawaii	51	8	37	73	31
U.S. SUBTOTAL	13984	1767	1310	10547	75
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	30	7	2	1	20
UNKNOWN	12	1	0	1	6
TOTAL U.S. APPLICANTS	14026	1775	1312	10577	75%
				6510	62%
					46%

Source: DMDC.

TABLE A-11

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

SERVICE: NAVY EDUCATION: TOTAL EDUCATION

	TOTAL EXAMS	DISQUALIFIED			EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	MEDICAL	OTHER			
NORTHEAST REGION							
New England Division	38957	3108	4975	597	30277	78%	19814
Maine	8588	655	1076	135	6722	78	4312
New Hampshire	1314	98	191	11	1014	77	666
Vermont	723	44	86	12	581	80	362
Massachusetts	398	37	58	11	292	73	201
Rhode Island	3450	270	373	65	2742	79	1675
Connecticut	718	62	73	9	574	80	381
Middle Atlantic Division	1985	144	295	27	1519	77	1027
New York	30369	2453	3899	462	23555	78	15502
New Jersey	14614	1182	1875	270	11287	77	7370
Pennsylvania	4893	364	541	64	3924	80	2508
NORTH CENTRAL REGION	10862	907	1483	128	8344	77	5624
East North Central Division	51051	3559	6897	692	39903	78	27550
Ohio	36298	2710	4874	493	28221	78	19429
Indiana	10259	675	1424	154	8006	78	5576
Illinois	4596	365	651	81	3499	76	2439
Michigan	8938	705	1172	117	6944	78	4757
Wisconsin	8072	640	965	92	6375	79	4249
West North Central Division	4433	325	662	49	3397	77	2408
Minnesota	14753	849	2023	199	11682	79	8121
Iowa	3316	185	488	53	2590	78	1854
Missouri	2461	94	278	22	2067	84	1466
North Dakota	4688	308	690	62	3628	77	2484
South Dakota	514	30	72	7	405	79	300
Nebraska	508	40	58	13	397	78	294
Kansas	1431	84	157	27	1163	81	747

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-11 (CONTINUED)

<u>SOUTH REGION</u>	<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>EDUCATION: TOTAL EDUCATION</u>	<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>
	<u>MENTAL MEDICAL</u>	<u>OTHER</u>	<u>QUALIFIED</u>	<u>38580</u>	<u>65%</u>	<u>51%</u>
<u>South Atlantic Division</u>	<u>75019</u>	<u>591</u>	<u>8987</u>	<u>1117</u>	<u>58924</u>	<u>79%</u>
Delaware	36770	2909	4120	581	29260	80
Maryland	660	58	60	14	528	80
D.C.	3247	206	417	43	2581	79
Virginia	300	32	39	8	221	74
West Virginia	4602	334	575	43	3650	79
North Carolina	1460	146	190	20	1104	76
South Carolina	5683	467	706	105	4405	78
Georgia	3907	295	341	91	3180	81
Florida	5685	537	592	79	4477	79
	11226	734	1200	178	9114	81
<u>East South Central Division</u>	<u>14812</u>	<u>1494</u>	<u>1796</u>	<u>251</u>	<u>11271</u>	<u>76</u>
Kentucky	2739	241	394	33	2071	76
Tennessee	4645	456	554	78	3557	77
Alabama	4730	464	588	81	3597	76
Mississippi	2698	333	260	59	2046	76
					1298	63
<u>West South Central Division</u>	<u>23437</u>	<u>1688</u>	<u>3071</u>	<u>285</u>	<u>18393</u>	<u>78</u>
Arkansas	2360	207	281	29	1843	78
Louisiana	4602	353	550	57	3642	79
Oklahoma	2659	174	468	38	1979	74
Texas	13816	954	1772	161	10929	79
<u>WEST REGION</u>	<u>41480</u>	<u>2362</u>	<u>5227</u>	<u>601</u>	<u>33290</u>	<u>80</u>
<u>Mountain Division</u>	<u>12316</u>	<u>583</u>	<u>1539</u>	<u>203</u>	<u>9991</u>	<u>81</u>
Montana	1036	51	134	13	838	81
Idaho	1079	49	189	19	822	76
Wyoming	469	9	49	7	404	86
Colorado	3202	178	361	62	2601	81
New Mexico	1551	68	221	33	1229	79
Arizona	3004	142	377	33	2452	82
Utah	1122	53	114	16	939	84
Nevada	853	33	94	20	706	83

TABLE A-11 (CONTINUED)

	SERVICE: NAVY			EDUCATION: TOTAL EDUCATION			PERCENT OF TOTAL, CONTRACTED		
TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
Pacific Division	29164	1779	3688	398	23299	80%	15780	68%	54%
Washington	4441	206	637	60	3538	80	2548	72	57
Oregon	3249	184	547	26	2492	77	1684	68	52
California	20369	1275	2348	296	16450	81	11035	67	54
Alaska	256	13	32	3	208	81	144	69	56
Hawaii	849	101	124	13	611	72	369	60	43
U.S. SUBTOTAL	206507	15020	26086	3007	162394	79	108539	67	53
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 1278 Guam, Puerto Rico and Virgin Islands)									
UNKNOWN	119	8	9	4	98	82	68	69	57
TOTAL U.S. APPLICANTS	207904	15220	26223	3040	163421	79%	109109	67%	52%

TABLE A-12

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: MARINE CORPS				EDUCATION: HIGH SCHOOL SENIORS		PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	
NORTHEAST REGION	6037	365	752	32	4888	81%	4037
New England Division	1595	86	185	17	1307	82	1066
Maine	233	12	39	1	181	78	166
New Hampshire	156	4	16	1	135	87	117
Vermont	118	6	16	0	96	81	71
Massachusetts	681	40	64	11	566	83	420
Rhode Island	120	6	11	1	102	85	74
Connecticut	287	18	39	3	227	79	211
Middle Atlantic Division	4442	279	567	15	3581	81	2971
New York	2015	120	273	7	1615	80	1382
New Jersey	676	55	79	0	542	80	472
Pennsylvania	1751	104	215	8	1424	81	1117
NORTH CENTRAL REGION	8818	522	1257	44	6995	79	5756
East North Central Division	6352	397	950	33	4972	78	4098
Ohio	1775	94	252	10	1419	80	1165
Indiana	932	72	147	5	708	76	577
Illinois	1379	92	196	10	1081	78	876
Michigan	1394	83	192	4	1115	80	910
Wisconsin	872	56	163	4	649	74	570
West North Central Division	2466	125	307	11	2023	82	1658
Minnesota	500	14	68	0	418	84	370
Iowa	401	21	47	2	331	83	281
Missouri	726	47	86	4	589	81	464
North Dakota	87	4	17	0	66	76	63
South Dakota	142	1	22	0	119	84	102
Nebraska	339	18	31	4	286	84	211
Kansas	271	20	36	1	214	79	167

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-12 (CONTINUED)

SERVICE: MARINE CORPS		EDUCATION: HIGH SCHOOL SENIORS				PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	64%
SOUTH REGION		9717	812	1083	47	7775	80%
South Atlantic Division		5201	501	558	24	4118	79
Delaware		88	6	10	0	72	50
Maryland		489	17	60	2	410	84
D.C.		47	3	4	0	40	85
Virginia		743	69	89	2	583	78
West Virginia		390	27	53	2	308	79
North Carolina		675	60	76	6	533	79
South Carolina		404	47	47	3	307	76
Georgia		837	102	91	2	642	77
Florida		1528	170	128	7	1223	80
East South Central Division		1692	144	197	11	1340	79
Kentucky		474	29	66	1	378	80
Tennessee		466	40	48	1	377	81
Alabama		433	36	55	2	340	79
Mississippi		319	39	28	7	245	77
West South Central Division		2824	167	328	12	2317	82
Arkansas		251	29	26	1	195	78
Louisiana		474	35	65	1	373	79
Oklahoma		305	5	44	1	255	84
Texas		1794	98	193	9	1494	83
WEST REGION		5754	290	741	22	4528	79
Mountain Division		1947	70	227	7	1470	76
Montana		96	6	20	0	70	54
Idaho		249	6	41	1	201	81
Wyoming		77	1	7	0	69	90
Colorado		448	12	36	0	227	79
New Mexico		234	6	23	1	204	87
Arizona		604	29	76	3	496	82
Utah		123	7	9	2	105	85
Nevada		116	3	15	0	98	84

TABLE A-12 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED		
	MENTAL	MEDICAL	OTHER				
Pacific Division	3867	220	514	15	3058	80%	2613
Washington	694	30	95	4	565	81	470
Oregon	471	19	89	1	362	77	361
California	2495	151	310	10	2024	81	1701
Alaska	74	12	10	0	52	70	42
Hawaii	73	8	10	0	55	75	39
U.S. SUBTOTAL	30326	1989	3833	145	24186	80	19893
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 49 Guam, Puerto Rico and Virgin Islands)							
UNKNOWN	19	2	2	0	15	79	12
TOTAL U.S. APPLICANTS	30394	2002	3846	145	24228	80%	19933

Source: DMDC.

69%
68
77
68
57
5383
100
84
81
71

63

85%
83
100
84
81
71

66

85%
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100
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81
71

66

TABLE A-13

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: MARINE CORPS	EDUCATION: HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED
		TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	
		MENTAL MEDICAL OTHER	QUALIFIED	3726	82%	63%
NORTHEAST REGION	5943	447	759	180	4557	77%
New England Division	1268	103	145	63	957	75
Maine	129	10	18	4	97	75
New Hampshire	102	4	13	7	78	61
Vermont	60	5	7	1	47	78
Massachusetts	599	47	62	31	459	77
Rhode Island	83	7	8	6	62	75
Connecticut	295	30	37	14	214	73
Middle Atlantic Division	4675	344	614	117	3600	77
New York	2184	151	320	68	1645	75
New Jersey	820	70	97	21	632	77
Pennsylvania	1671	123	197	28	1323	79
NORTH CENTRAL REGION	9890	705	1220	165	7800	79
East North Central Division	7387	558	909	125	5795	78
Ohio	1520	98	209	43	1170	77
Indiana	1076	87	132	16	841	78
Illinois	2088	195	250	39	1604	77
Michigan	1828	127	194	16	1491	82
Wisconsin	875	51	124	11	689	79
West North Central Division	2503	147	311	40	2005	80
Minnesota	461	17	64	3	377	82
Iowa	466	15	40	10	401	86
Missouri	763	64	108	10	581	76
North Dakota	122	3	19	1	99	81
South Dakota	96	8	10	4	74	77
Nebraska	297	21	33	5	238	80
Kansas	298	19	37	7	235	79

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-13 (CONTINUED)

SERVICE: MARINE CORPS		EDUCATION: HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED
SOUTH REGION		12106	1301	1329	202	9274	77% 6807 73%
South Atlantic Division		5717	736	572	110	4299	75 2997 70 56%
Delaware		113	7	10	3	93	82 66 70 52
Maryland		539	59	57	13	410	76 320 71 58
D.C.		77	13	8	0	56	73 35 62 59
Virginia		752	82	75	8	587	78 356 61 45
West Virginia		279	23	38	6	212	76 162 76 47
North Carolina		1029	142	101	26	760	74 512 67 58
South Carolina		469	76	42	10	341	73 215 67 50
Georgia		799	128	75	11	585	73 383 65 46
Florida		1660	206	166	33	1255	76 948 76 48
East South Central Division		1931	261	282	47	1341	69 1058 79 57
Kentucky		457	59	65	8	325	71 239 74 55
Tennessee		558	58	84	5	411	74 343 83 52
Alabama		543	68	97	14	364	67 296 81 61
Mississippi		373	76	36	20	241	65 180 75 55
West South Central Division		4458	304	475	45	3634	82 2752 76 48
Arkansas		367	55	33	9	270	74 210 78 61
Louisiana		810	62	83	7	658	81 480 73 59
Oklahoma		449	17	83	6	343	76 265 77 59
Texas		2832	170	276	23	2363	83 1797 76 63
WEST REGION		7724	504	946	117	6157	80 4945 80 64
Mountain Division		2023	105	253	32	1633	81 1288 79 64
Montana		111	7	21	2	81	73 64 79 58
Idaho		164	2	16	4	142	87 121 85 74
Wyoming		72	1	11	1	59	82 53 90 74
Colorado		404	17	38	6	343	85 264 77 65
New Mexico		241	23	39	4	175	73 130 74 54
Arizona		709	42	95	7	565	80 459 81 65
Utah		155	7	24	5	119	77 84 71 54
Nevada		167	6	9	3	149	89 113 76 68

TABLE A-13 (CONTINUED)

SERVICE: MARINE CORPS		EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED		
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED	CONTRACTED	EXAMINEES	QUALIFIED	CONTRACTED
	TOTAL EXAMS	MENTAL MEDICAL OTHER	QUALIFIED	CONTRACTED	EXAMINEES	QUALIFIED	CONTRACTED
Pacific Division	5701	399	693	85	4524	79%	3657
Washington	721	37	98	8	578	80	411
Oregon	485	29	86	3	367	76	349
California	4238	289	475	68	3406	80	2789
Alaska	116	12	11	2	91	78	58
Hawaii	141	32	23	4	82	58	50
U.S. SUBTOTAL	35663	2957	4254	664	27788	78	21824
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 137 Guam, Puerto Rico and Virgin Islands)	61	7	6	63	46	51	81
UNKNOWN	47	3	3	1	40	85	37
TOTAL U.S. APPLICANTS	35847	3021	4264	671	27891	78%	21912
Source: DMDC.							61%

Source: DMDC.

TABLE A-14

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: MARINE CORPS	EDUCATION: NON-HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	79%	52%
NORTHEAST REGION							
New England Division	599	134	63	10	392	65%	311
Maine	176	46	12	6	112	64	99
New Hampshire	11	1	1	0	9	82	8
Vermont	13	3	3	1	6	46	6
Massachusetts	9	1	0	0	8	89	89
Rhode Island	86	27	3	4	52	60	7
Connecticut	14	5	1	1	7	50	44
Middle Atlantic Division	43	9	4	0	30	70	28
New York	423	88	51	4	280	66	212
New Jersey	250	62	27	4	157	63	113
Pennsylvania	87	13	15	0	59	68	49
NORTH CENTRAL REGION	86	13	9	0	64	74	50
North Central Division	547	110	75	2	360	66	281
Ohio	378	76	54	0	248	66	197
Indiana	79	12	11	0	56	71	41
Illinois	61	11	10	0	40	66	36
Michigan	137	34	16	0	87	64	65
Wisconsin	59	13	8	0	38	64	27
West North Central Division	42	6	9	0	27	64	28
Minnesota	169	34	21	2	112	66	84
Iowa	32	8	5	0	19	59	16
Missouri	40	3	4	0	33	82	29
North Dakota	52	15	9	0	28	54	22
South Dakota	8	1	1	1	5	62	3
Nebraska	5	1	0	0	4	80	2
Kansas	6	2	1	0	3	50	3
	26	4	1	1	1	20	77
						9	45

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-14 (CONTINUED)

		SERVICE: MARINE CORPS				EDUCATION: NON-HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	77%	50%
SOUTH REGION		947	249	73	13	612	65%	470			
South Atlantic Division		541	150	43	4	344	64	257	79		50
Delaware	9	2	1	0	0	6	67	3	50		33
Maryland	15	2	2	0	0	11	73	10	91		67
D.C.	1	0	0	0	0	1	100	1	100		100
Virginia	51	16	5	0	0	30	59	19	63		37
West Virginia	17	2	3	1	1	11	65	8	73		47
North Carolina	81	25	6	2	48	59	31	65			38
South Carolina	89	20	6	0	63	71	45	71			51
Georgia	107	28	10	0	69	64	56	81			52
Florida	171	55	10	1	105	61	84	80			49
East South Central Division		184	49	9	6	120	65	96	80		52
Kentucky	36	7	2	1	26	72	24	92			67
Tennessee	50	17	1	0	32	64	23	72			46
Alabama	66	16	3	2	45	68	35	78			53
Mississippi	32	9	3	3	17	53	14	82			44
West South Central Division		222	50	21	3	148	67	117	79		53
Arkansas	30	12	1	0	17	57	11	65			37
Louisiana	54	8	8	1	37	69	31	84			57
Oklahoma	36	11	4	1	20	56	13	65			36
Texas	102	19	8	1	74	73	62	84			61
WEST REGION		492	123	45	4	320	65	254	79		52
Mountain Division		67	19	9	0	39	58	24	62		39
Montana	9	5	0	0	4	44	2	50			22
Idaho	5	3	0	0	2	40	1	50			20
Wyoming	0	0	0	0	0	0	0	0			0
Colorado	19	6	3	0	10	53	4	40			21
New Mexico	7	1	1	0	5	71	3	60			43
Arizona	20	3	3	0	14	70	11	79			55
Utah	5	1	2	0	2	40	2	100			40
Nevada	2	0	0	0	2	100	1	50			50

TABLE A-14 (CONTINUED)

	SERVICE: MARINE CORPS	EDUCATION: NON-HIGH SCHOOL GRADUATE	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED CONTRACTED
		MENTAL MEDICAL OTHER	
Pacific Division	425	104	281 66% 230 82%
Washington	37	11	23 62 15 54%
Oregon	30	3	0 22 21 41
California	351	87	28 4 232 66 191 95
Alaska	2	0	0 0 2 100 2 82
Hawaii	5	3	0 0 2 40 1 100
U.S. SUBTOTAL	2585	616	256 29 1684 65 1316 78 51
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1	0	0 1 100 1 100 100
UNKNOWN	3	0	0 0 3 100 2 67 67
TOTAL U.S. APPLICANTS	2589	616	256 29 1688 65% 1319 78% 51%

Source: DMDC.

TABLE A-15

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	DISQUALIFIED			EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
		MEDICAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
NORTHEAST REGION								
New England Division	62	12	6	2	42	68%	29	69%
Maine	27	6	2	1	18	67	15	56
New Hampshire	2	1	0	0	1	50	1	50
Vermont	3	0	0	0	3	100	2	67
Massachusetts	2	0	0	0	2	100	2	100
Rhode Island	13	3	2	0	8	62	5	38
Connecticut	5	0	0	1	4	80	5	100
Middle Atlantic Division	2	2	0	0	0	0	0	0
New York	35	6	4	1	24	69	14	40
New Jersey	20	4	4	1	11	55	7	35
Pennsylvania	9	2	0	0	7	78	4	44
North Central Region	6	0	0	0	6	100	3	50
North Central Division	51	14	4	1	32	63	20	62
Ohio	34	10	1	0	23	68	12	52
Indiana	7	0	1	0	6	86	4	67
Illinois	4	0	0	0	4	100	0	0
Michigan	13	6	0	0	7	54	3	43
Wisconsin	7	3	0	0	4	57	3	43
West North Central Division	3	1	0	0	2	67	2	100
Minnesota	17	4	3	1	9	53	8	47
Iowa	2	1	1	0	0	0	0	0
Missouri	3	0	0	1	2	67	1	50
North Dakota	6	1	0	0	5	83	5	100
South Dakota	3	2	1	0	0	0	1	33
Nebraska	0	0	0	0	0	0	0	0
Kansas	2	0	0	0	2	100	1	50
	1	0	1	0	0	0	0	0

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-15 (CONTINUED)

	SERVICE: MARINE CORPS	EDUCATION: GED			PERCENT OF TOTAL, CONTRACTED		
	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED
SOUTH REGION	169	33	15	10	111	66%	71
South Atlantic Division	79	17	7	4	51	65	29
Delaware	0	0	0	0	0	0	0
Maryland	5	1	1	0	3	60	1
D.C.	0	0	0	0	0	0	0
Virginia	2	0	0	0	2	100	0
West Virginia	2	1	0	0	1	50	0
North Carolina	13	2	1	2	8	62	8
South Carolina	8	0	1	0	7	87	4
Georgia	14	5	1	0	8	57	4
Florida	35	8	3	2	22	63	12
East South Central Division	37	11	3	3	20	54	16
Kentucky	6	1	1	1	3	50	3
Tennessee	16	2	2	2	10	62	9
Alabama	4	1	0	0	3	75	1
Mississippi	11	7	0	0	4	36	3
West South Central Division	53	5	5	3	40	75	26
Arkansas	2	0	0	0	2	100	1
Louisiana	5	0	1	0	4	80	2
Oklahoma	2	1	0	1	0	0	1
Texas	44	4	4	2	34	77	22
WEST REGION	62	13	11	4	34	55	30
Mountain Division	14	1	3	1	9	64	7
Montana	1	0	0	1	0	0	1
Idaho	0	0	0	0	0	0	0
Wyoming	0	0	0	0	0	0	0
Colorado	3	0	1	0	2	67	2
New Mexico	4	1	0	0	3	75	0
Arizona	5	0	2	0	3	60	3
Utah	0	0	0	0	0	0	0
Nevada	1	0	0	0	1	100	1

TABLE A-15 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: GED			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED	EXAMINEES CONTRACTED	EXAMINEES QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	
		MENTAL MEDICAL OTHER						
Pacific Division								
Washington	48	12	8	3	25	52%	23	92%
Oregon	3	1	0	0	2	67%	1	50%
California	3	2	0	0	1	33%	1	100%
Alaska	40	9	8	3	20	50%	19	95%
Hawaii	1	0	0	0	1	100%	1	100%
U.S. SUBTOTAL	344	72	36	17	219	64%	150	68%
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	5	2	0	0	3	60%	3	100%
UNKNOWN	0	0	0	0	0	0%	0	0%
TOTAL U.S. APPLICANTS	349	74	36	17	222	64%	153	69%
								44%

Source: DMDC.

TABLE A-16

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

SERVICE: MARINE CORPS							EDUCATION: TOTAL EDUCATION			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	QUALIFIED, CONTRACTED	PERCENT OF EXAMINEES CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
NORTHEAST REGION											
New England Division	3066	241	344	58	87	2394	78	1949	81	64	
Maine	375	24	58	5	288	77	256	89	68		
New Hampshire	274	11	32	9	222	81	186	84	68		
Vermont	189	12	23	1	153	81	119	78	63		
Massachusetts	1379	117	131	46	1085	79	830	76	60		
Rhode Island	222	18	20	9	175	79	142	81	64		
Connecticut	627	59	80	17	471	75	416	88	66		
Middle Atlantic Division	9575	717	1236	137	7485	78	6154	82	64		
New York	4469	337	624	80	3428	77	2893	84	65		
New Jersey	1592	140	191	21	1240	78	1051	85	66		
Pennsylvania	3514	240	421	36	2817	80	2210	78	63		
NORTH CENTRAL REGION											
East North Central Division	14151	1041	1914	158	11038	78	9018	82	64		
Ohio	3381	204	473	53	2651	78	2145	81	63		
Indiana	2073	170	289	21	1593	77	1278	80	62		
Illinois	3617	327	462	49	2779	77	2281	82	63		
Michigan	3288	226	394	20	2648	81	2192	83	67		
Wisconsin	1792	114	296	15	1367	76	1122	82	63		
West North Central Division	5155	310	642	54	4149	80	3385	82	66		
Minnesota	995	40	138	3	814	82	705	87	71		
Iowa	910	39	91	13	767	84	618	81	68		
Missouri	1547	127	203	14	1203	78	981	82	63		
North Dakota	220	10	38	2	170	77	157	92	71		
South Dakota	243	10	32	4	197	81	174	88	72		
Nebraska	644	41	65	9	529	82	396	75	61		
Kansas	596	43	75	9	469	79	354	75	59		

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-16 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: TOTAL EDUCATION			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	
SOUTH REGION	22939	2395	2500	272	17772	79%	87%
South Atlantic Division	11538	1404	1180	142	8812	76	6518
Delaware	210	15	21	3	171	81	119
Maryland	1048	79	120	15	834	80	704
D.C.	125	16	12	0	97	78	72
Virginia	1548	167	169	10	1202	78	802
West Virginia	688	53	94	9	532	77	414
North Carolina	1798	229	184	36	1349	75	950
South Carolina	970	143	96	13	718	74	506
Georgia	1757	263	177	13	1304	74	956
Florida	3394	439	307	43	2605	77	1995
East South Central Division	3844	465	491	67	2821	73	2303
Kentucky	973	96	134	11	732	75	605
Tennessee	1090	117	135	8	830	76	701
Alabama	1046	121	155	18	752	72	615
Mississippi	735	131	67	30	507	69	382
West South Central Division	7557	526	829	63	6139	81	4765
Arkansas	650	96	60	10	484	74	383
Louisiana	1343	105	157	9	1072	80	820
Oklahoma	792	34	131	9	618	78	493
Texas	4772	291	481	35	3965	83	3069
WEST REGION	14032	930	1743	147	11212	80	9227
Mountain Division	4051	195	492	40	3324	82	2704
Montana	217	18	41	3	155	71	121
Idaho	418	11	57	5	345	83	310
Wyoming	149	2	18	1	128	86	109
Colorado	874	35	78	6	755	86	627
New Mexico	486	31	63	5	387	80	293
Arizona	1338	74	176	10	1078	81	870
Utah	283	15	35	7	226	80	175
Nevada	286	9	24	3	250	87	199

TABLE A-16 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: TOTAL EDUCATION			PERCENT OF TOTAL, CONTRACTED		
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES QUALIFIED, CONTRACTED	TOTAL EXAMS	MENTAL MEDICAL	EXAMINEES QUALIFIED, CONTRACTED	TOTAL EXAMS	MENTAL MEDICAL	EXAMINEES QUALIFIED, CONTRACTED
Pacific Division	9981	735	1251	107	7888	79%	6523	83%	65%
Washington	1455	79	196	12	1168	80	897	77	62
Oregon	989	53	180	4	752	76	732	97	74
California	7124	536	821	85	5682	80	4700	83	66
Alaska	193	24	21	2	146	76	103	71	53
Hawaii	220	43	33	4	140	64	91	65	41
U.S. SUBTOTAL	68918	5634	8379	855	54050	78	43319	80	63
TERRITORIES AND POSSESSIONS <i>(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)</i>									
UNKNOWN	69	5	5	1	58	84	51	88	74
TOTAL U.S. APPLICANTS	69179	5713	8401	862	54202	78%	43453	80%	63%

TABLE A-17

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

SERVICE: AIR FORCE EDUCATION: HIGH SCHOOL SENIORS							PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
NORTHEAST REGION	8723	1388	812	47	6476	75%	4669	72%
New England Division	2653	418	249	21	1965	74	1382	70
Maine	441	39	48	3	351	80	236	67
New Hampshire	306	27	28	2	249	81	161	65
Vermont	191	18	17	3	153	80	108	71
Massachusetts	1020	177	88	7	748	73	528	71
Rhode Island	154	32	9	4	109	71	90	83
Connecticut	541	125	59	2	355	66	259	73
Middle Atlantic Division	6070	970	563	26	4511	74	3287	73
New York	2512	385	251	13	1863	74	1293	69
New Jersey	1132	267	79	8	778	69	547	70
Pennsylvania	2426	318	233	5	1870	77	1447	77
NORTH CENTRAL REGION	11182	1279	1216	45	8642	77	6531	76
East North Central Division	8108	1013	931	32	6132	76	4683	76
Ohio	2693	364	310	16	2003	74	1592	79
Indiana	1228	162	162	5	899	73	688	77
Illinois	1405	182	125	6	1092	78	806	74
Michigan	1754	239	172	3	1340	76	931	69
Wisconsin	1028	66	162	2	798	78	666	83
West North Central Division	3074	266	285	13	2510	82	1848	74
Minnesota	987	82	98	2	805	82	530	66
Iowa	573	36	49	5	483	84	386	80
Missouri	728	91	76	4	557	77	412	74
North Dakota	105	5	11	0	89	85	59	66
South Dakota	202	11	14	1	176	37	160	91
Nebraska	298	28	18	1	251	84	196	78
Kansas	181	13	19	0	149	82	105	70

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-17 (CONTINUED)

SERVICE: AIR FORCE EDUCATION: HIGH SCHOOL SENIORS

	<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>
	<u>MENTAL</u>	<u>MEDICAL</u>	<u>OTHER</u>	<u>76%</u>	<u>58%</u>
SOUTH REGION	10057	1472	928	59	7598
South Atlantic Division	5554	771	453	31	4299
Delaware	160	10	22	2	126
Maryland	530	47	47	1	435
D.C.	51	7	3	0	41
Virginia	816	120	65	1	630
West Virginia	413	37	33	2	341
North Carolina	784	152	58	2	572
South Carolina	612	117	50	8	437
Georgia	837	147	64	5	621
Florida	1351	134	111	10	1096
East South Central Division	1874	275	215	18	1366
Kentucky	535	80	55	5	395
Tennessee	485	67	54	4	360
Alabama	535	54	67	5	409
Mississippi	319	74	39	4	202
West South Central Division	2629	426	260	10	1933
Arkansas	407	81	40	4	282
Louisiana	393	75	39	1	278
Oklahoma	344	64	34	2	244
Texas	1485	206	147	3	1129
WEST REGION	5160	492	531	43	4094
Mountain Division	1568	124	161	9	1274
Montana	232	9	19	0	204
Idaho	152	5	23	1	123
Wyoming	81	4	5	1	71
Colorado	343	30	37	2	274
New Mexico	230	35	20	2	173
Arizona	283	28	34	2	219
Utah	134	10	11	0	113
Nevada	113	3	12	1	97

TABLE A-17 (CONTINUED)

TABLE A-18

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE				EDUCATION: HIGH SCHOOL GRADUATE				PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	8529	68%	50%
NORTHEAST REGION										
<u>New England Division</u>	16922	2332	1830	203		12557	74%			
Maine	3849	496	449	55		2849	74	1884	66	49
New Hampshire	604	44	99	5		456	75	299	66	50
Vermont	361	33	36	4		288	80	186	65	52
Massachusetts	204	20	19	2		163	80	100	61	49
Rhode Island	1565	209	159	32		1165	74	763	65	49
Connecticut	252	30	24	3		195	77	141	72	56
	863	160	112	9		582	67	395	68	46
<u>Middle Atlantic Division</u>	13073	1836	1381	148		9708	74	6645	68	51
New York	5923	852	639	72		4360	74	2980	68	50
New Jersey	2069	406	172	27		1464	71	943	64	46
Pennsylvania	5081	578	570	49		3884	76	2722	70	54
NORTH CENTRAL REGION	24086	2573	2666	228		18619	77	12560	67	52
<u>East North Central Division</u>	17003	1989	1952	164		12898	76	8686	67	51
Ohio	4837	646	620	48		3523	73	2411	68	50
Indiana	2762	282	339	38		2103	76	1472	70	53
Illinois	3988	494	407	45		3042	76	2027	67	51
Michigan	3657	449	356	18		2834	77	1796	63	49
Wisconsin	1759	118	230	15		1396	79	980	70	56
<u>West North Central Division</u>	7083	584	714	64		5721	81	3874	68	55
Minnesota	1454	72	185	12		1185	81	794	67	55
Iowa	1153	58	99	10		986	86	682	69	59
Missouri	2135	255	225	18		1637	77	1173	72	55
North Dakota	289	27	27	5		230	80	129	56	45
South Dakota	348	15	27	5		301	86	196	65	56
Nebraska	880	78	70	8		724	82	455	63	52
Kansas	824	79	81	6		658	80	445	68	54

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-18 (CONTINUED)

	SERVICE: AIR FORCE				EDUCATION: HIGH SCHOOL GRADUATE			
SOUTH REGION	TOTAL EXAMS	DISQUALIFIED	MENTAL MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
South Atlantic Division	39875	6066	3534	415	29860	75%	19293	65%
Delaware	19013	2776	1552	213	14472	76	9185	63
Maryland	261	34	22	2	203	78	140	69
D.C.	1687	233	155	24	1275	76	896	70
Virginia	201	30	15	3	153	76	96	63
West Virginia	3001	441	263	23	2274	76	1382	61
North Carolina	1160	139	94	12	915	79	619	68
South Carolina	3049	477	254	43	2275	75	1398	61
Georgia	1708	351	146	23	1188	70	695	58
Florida	2822	532	207	33	2050	73	1269	62
	5124	539	396	50	4139	81	2690	65
East South Central Division	6982	1118	660	84	5120	73	3305	65
Kentucky	1456	184	159	11	1102	76	721	65
Tennessee	2277	322	216	28	1711	75	1152	67
Alabama	1911	286	197	21	1407	74	857	61
Mississippi	1338	326	88	24	900	67	575	64
West South Central Division	13880	2172	1322	118	10268	74	6803	66
Arkansas	1378	257	123	14	984	71	655	67
Louisiana	2711	594	238	17	1862	69	1224	66
Oklahoma	1868	275	204	19	1370	73	930	68
Texas	7923	1046	757	68	6052	76	3994	66
WEST REGION	18600	1667	1920	198	14815	80	10195	69
Mountain Division	6165	466	616	69	5014	81	3557	71
Montana	604	28	58	4	514	85	375	73
Idaho	617	41	81	9	486	79	343	71
Wyoming	208	7	22	0	179	86	135	75
Colorado	1637	119	164	20	1334	81	992	74
New Mexico	828	81	91	7	649	78	407	63
Arizona	1395	140	116	19	1120	80	769	69
Utah	507	20	45	6	436	86	313	72
Nevada	369	30	39	4	296	80	223	75

TABLE A-18 (CONTINUED)

Source: DMDC

TABLE A-19

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

		SERVICE: AIR FORCE				EDUCATION: NON HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED	
		TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	QUALIFIED, CONTRACTED	63%	36%
NORTHEAST REGION											
<u>New England Division</u>		114	29	11	2	72	63	49	68	43	
Maine		8	1	2	1	4	50	1	25	12	
New Hampshire		19	2	3	0	14	74	10	71	53	
Vermont		5	1	1	0	3	60	3	100	60	
Massachusetts		51	17	4	1	29	57	20	69	39	
Rhode Island		10	1	1	0	8	80	4	50	40	
Connecticut		21	7	0	0	14	67	11	79	52	
<u>Middle Atlantic Division</u>		293	107	22	6	158	54	97	61	33	
New York		170	71	14	5	80	47	45	56	26	
New Jersey		56	20	4	0	32	57	22	69	39	
Pennsylvania		67	16	4	1	46	69	30	65	45	
<u>NORTH CENTRAL REGION</u>		463	143	49	5	266	57	177	67	38	
<u>East North Central Division</u>		363	121	40	4	198	55	131	66	36	
Ohio		134	48	14	1	71	53	52	73	39	
Indiana		78	26	7	1	44	56	27	61	35	
Illinois		83	23	6	2	52	63	33	63	40	
Michigan		48	15	10	0	23	48	15	65	31	
Wisconsin		20	9	3	0	8	40	4	50	20	
<u>West North Central Division</u>		100	22	9	1	68	68	46	68	46	
Minnesota		14	2	2	0	10	71	10	100	71	
Iowa		31	4	1	0	26	84	19	73	61	
Missouri		24	5	1	0	18	75	8	44	33	
North Dakota		1	1	0	0	0	0	0	0	0	
South Dakota		5	1	1	0	3	60	2	67	40	
Nebraska		14	5	3	1	5	36	4	80	29	
Kansas		11	4	1	0	6	55	3	50	27	

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-19 (CONTINUED)

SOUTH REGION	SERVICE: AIR FORCE			EDUCATION: NON HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED		
	TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	64%	37%
<u>South Atlantic Division</u>	500	171	33	4	292	58%	187		
Delaware	226	61	10	1	154	68	94	61	42
Maryland	10	2	0	0	8	80	6	75	60
D.C.	12	2	1	0	9	75	8	89	67
Virginia	1	0	0	0	1	100	1	100	100
West Virginia	38	14	0	0	24	63	16	67	42
North Carolina	13	2	2	0	9	69	10	111	77
South Carolina	22	11	0	0	11	50	5	45	23
Georgia	32	5	2	0	25	78	11	44	34
Florida	45	13	3	0	29	64	15	52	33
	53	12	2	1	38	72	22	58	42
<u>East South Central Division</u>	95	42	7	2	44	46	28	64	29
Kentucky	16	7	1	1	7	44	5	71	31
Tennessee	37	14	3	0	20	54	12	60	32
Alabama	24	9	3	1	11	46	8	73	33
Mississippi	18	12	0	0	6	33	3	50	17
<u>West South Central Division</u>	179	68	16	1	94	53	65	69	36
Arkansas	32	16	2	0	14	44	5	36	16
Louisiana	30	13	1	0	16	53	11	69	37
Oklahoma	38	16	3	0	19	50	14	74	37
Texas	79	23	10	1	45	57	35	78	44
<u>WEST REGION</u>	264	66	18	3	177	67	111	63	42
<u>Mountain Division</u>	63	15	6	1	41	63	27	68	43
Montana	8	3	0	0	5	62	1	20	12
Idaho	4	1	0	0	3	75	2	67	50
Wyoming	1	0	0	0	1	100	1	100	100
Colorado	1	0	0	0	1	100	0	0	0
New Mexico	7	1	1	0	5	71	3	60	43
Arizona	31	7	4	1	19	61	14	74	45
Utah	2	1	0	0	1	50	1	100	50
Nevada	9	2	1	0	6	67	5	83	55

TABLE A-19 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: NON HIGH SCHOOL GRADUATE			EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL <u>EXAMS</u>	DISQUALIFIED	<u>MENTAL MEDICAL OTHER</u>	QUALIFIED					
Pacific Division	201	51	12	2	136	68%	84	62%	42%
Washington	25	5	1	0	19	76	9	47	36
Oregon	16	5	1	0	10	62	6	60	37
California	155	39	9	2	105	68	67	64	43
Alaska	1	1	0	0	0	0	0	0	0
Hawaii	4	1	1	0	2	50	2	100	50
U.S. SUBTOTAL	1634	516	133	20	965	59	621	64	38
TERRITORIES AND POSSESSIONS	1	0	0	0	1	100	0	0	0
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)									
UNKNOWN	3	1	0	0	2	67	1	50	33
TOTAL U.S. APPLICANTS	1638	517	133	20	968	59%	622	64%	38%

SOURCE: DMDC.

TABLE A-20

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	<u>SERVICE: AIR FORCE</u>	<u>EDUCATION: GED</u>			<u>EXAMINEES CONTRACTED¹</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>	<u>PERCENT OF TOTAL, CONTRACTED</u>
		<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>MEDICAL OTHER</u>	<u>QUALIFIED</u>		
NORTHEAST REGION							
New England Division	617	245	41	13	318	52%	179
Maine	134	48	8	1	77	57	49
New Hampshire	14	6	0	0	8	57	3
Vermont	19	6	0	0	13	68	5
Massachusetts	3	2	0	0	1	33	1
Rhode Island	66	22	4	1	39	59	26
Connecticut	7	5	0	0	2	29	2
Middle Atlantic Division	25	7	4	0	14	56	12
New York	483	197	33	12	241	50	130
New Jersey	304	121	19	9	155	51	77
Pennsylvania	56	24	4	0	28	50	14
NORTH CENTRAL REGION	123	52	10	3	58	47	39
North Central Division	349	85	25	3	236	68	125
Ohio	234	64	17	2	151	65	82
Indiana	66	21	3	2	40	61	25
Illinois	33	14	2	0	17	52	9
Michigan	61	16	6	0	39	64	17
Wisconsin	50	8	3	0	39	78	22
West North Central Division	24	5	3	0	16	67	9
Minnesota	115	21	8	1	85	75	43
Iowa	16	3	0	0	13	81	9
Missouri	12	3	1	0	8	67	6
North Dakota	51	8	2	1	40	78	17
South Dakota	0	0	0	0	0	0	0
Nebraska	8	3	0	0	5	62	2
Kansas	17	1	4	0	12	71	5
	11	3	1	0	7	64	4

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-20 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: GED			PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	QUALIFIED	EXAMINEES CONTRACTED	GED	PERCENT OF QUALIFIED, CONTRACTED	
SOUTH REGION	828	265	46	11	506	61%	253	50%
South Atlantic Division	282	72	18	3	189	67	93	49
Delaware	8	4	0	0	4	50	2	50
Maryland	17	6	3	1	7	41	6	86
D.C.	6	2	1	0	3	50	0	0
Virginia	33	6	3	0	24	73	14	58
West Virginia	9	3	0	0	6	67	3	50
North Carolina	21	4	0	1	16	76	8	50
South Carolina	31	10	1	0	20	65	7	35
Georgia	44	15	2	0	27	61	11	41
Florida	113	22	8	1	82	73	42	51
East South Central Division	135	57	5	4	69	51	31	45
Kentucky	19	9	0	0	10	53	4	40
Tennessee	53	23	3	1	26	49	14	54
Alabama	27	2	0	1	24	89	9	37
Mississippi	36	23	2	2	9	25	4	44
West South Central Division	411	136	23	4	248	60	129	52
Arkansas	64	29	3	0	32	50	12	37
Louisiana	46	18	4	0	24	52	13	54
Oklahoma	37	7	2	0	28	76	20	71
Texas	264	82	14	4	164	62	84	51
WEST REGION	271	76	26	2	167	62	102	61
Mountain Division	94	26	6	0	62	66	40	65
Montana	5	1	0	0	4	80	2	50
Idaho	3	1	0	0	2	67	1	50
Wyoming	5	2	1	0	2	40	2	100
Colorado	34	8	2	0	24	71	13	54
New Mexico	26	9	1	0	16	62	11	69
Arizona	14	4	2	0	8	57	8	100
Utah	1	0	0	0	1	100	0	0
Nevada	6	1	0	0	5	83	3	60

TABLE A-20 (CONTINUED)

	SERVICE: AIR FORCE EDUCATION: GED			PERCENT OF TOTAL, CONTRACTED		
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	QUALIFIED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	MENTAL	MEDICAL	OTHER			
Pacific Division	177	50	20	105	59%	59%
Washington	29	11	3	14	48	7
Oregon	36	18	4	0	14	6
California	104	20	12	1	71	45
Alaska	4	1	0	0	3	2
Hawaii	4	0	1	0	3	2
U.S. SUBTOTAL	2065	671	138	29	1227	59
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	7	2	0	0	5	71
UNKNOWN	14	2	0	1	11	79
TOTAL U.S. APPLICANTS	2086	675	138	30	1243	60%
					666	54%
						32%

Source: DMDC.

TABLE A-21

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MEDICAL OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	13523		
NORTHEAST REGION								
New England Division	26669	4101	2716	271	19581	73%	13523	69%
Maine	6750	991	717	79	4963	74	3364	68
New Hampshire	1067	90	149	9	819	77	539	66
Vermont	705	68	67	6	564	80	362	64
Massachusetts	403	41	37	5	320	79	212	66
Rhode Island	2702	425	255	41	1981	73	1337	67
Connecticut	423	68	34	7	314	74	237	75
	1450	299	175	11	965	67	677	70
Middle Atlantic Division								
New York	19919	3110	1999	192	14618	73	10159	69
New Jersey	8909	1429	923	99	6458	72	4395	68
Pennsylvania	3313	717	259	35	2302	69	1526	66
	7697	964	817	58	5858	76	4238	72
NORTH CENTRAL REGION								
	36080	4080	3956	281	27763	77	19393	70
East North Central Division								
Ohio	25708	3187	2940	202	19379	75	13582	70
Indiana	7730	1079	947	67	5637	73	4080	72
Illinois	4101	484	510	44	3063	75	2196	72
Michigan	5537	715	544	53	4225	76	2883	68
Wisconsin	5509	711	541	21	4236	77	2764	65
	2831	198	398	17	2218	78	1659	75
West North Central Division								
Minnesota	10372	893	1016	79	8384	81	5811	69
Iowa	2471	159	285	14	2013	81	1343	67
Missouri	1769	101	150	15	1503	85	1093	73
North Dakota	2938	359	304	23	2252	77	1610	71
South Dakota	395	33	38	5	319	81	188	59
Nebraska	563	30	42	6	485	86	360	74
Kansas	1209	112	95	10	992	82	660	67
	1027	99	102	6	820	80	557	68

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-21 (CONTINUED)

<u>SERVICE: AIR FORCE</u>		<u>EDUCATION: TOTAL EDUCATION</u>				<u>PERCENT OF TOTAL, CONTRACTED</u>	
<u>TOTAL EXAMS</u>	<u>DISQUALIFIED</u>	<u>MENTAL</u>	<u>MEDICAL</u>	<u>OTHER</u>	<u>QUALIFIED</u>	<u>EXAMINEES CONTRACTED</u>	<u>PERCENT OF QUALIFIED, CONTRACTED</u>
SOUTH REGION	51260	7974	4541	489	38256	75%	25530
South Atlantic Division	25075	3680	2033	248	19114	76	12545
Delaware	439	50	44	4	341	78	245
Maryland	2246	288	206	26	1726	77	1272
D.C.	259	39	19	3	198	76	129
Virginia	3888	581	331	24	2952	76	1866
West Virginia	1595	181	129	14	1271	80	889
North Carolina	3876	644	312	46	2874	74	1750
South Carolina	2383	483	199	31	1670	70	1040
Georgia	3748	707	276	38	2727	73	1760
Florida	6641	707	517	62	5355	81	3594
East South Central Division	9086	1492	887	108	6599	73	4451
Kentucky	2026	280	215	17	1514	75	1019
Tennessee	2852	426	276	33	2117	74	1472
Alabama	2497	351	267	28	1851	74	1215
Mississippi	1711	435	129	30	1117	65	745
West South Central Division	17099	2802	1621	133	12543	73	8534
Arkansas	1881	383	168	18	1312	70	891
Louisiana	3180	700	282	18	2180	69	1478
Oklahoma	2287	362	243	21	1661	73	1157
Texas	9751	1357	928	76	7390	76	5008
WEST REGION	24295	2301	2495	246	19253	79	13511
Mountain Division	7890	631	789	79	6391	81	4641
Montana	849	41	77	4	727	86	546
Idaho	776	48	104	10	614	79	449
Wyoming	295	13	28	1	253	86	200
Colorado	2015	157	203	22	1633	81	1218
New Mexico	1091	126	113	9	843	77	551
Arizona	1723	179	156	22	1366	79	962
Utah	644	31	56	6	551	86	403
Nevada	497	36	52	5	404	81	312

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TABLE A-21 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED		PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED			
Pacific Division									
Washington	16405	1670	1706	167	12862	78%	8870	69%	54%
Oregon	2667	207	277	30	2153	81	1500	70	56
California	1675	116	225	9	1325	79	903	68	54
Alaska	11123	1258	1052	117	8696	78	5985	69	54
Hawaii	198	23	17	3	155	78	106	68	54
U.S. SUBTOTAL	742	66	135	8	533	72	376	71	51
TERRITORIES AND POSSESSIONS (American Samoa, Canal Zone, 557 Guam, Puerto Rico and Virgin Islands)	138304	18456	13708	1287	104853	76	71957	69	52
UNKNOWN	119	57	6	375	67	274	73	49	
TOTAL U.S. APPLICANTS	525	84	6	7	428	82	83	19	16
	139386	18659	13771	1300	105656	76%	72314	68%	52%

TABLE A-22

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: DOD				EDUCATION: TOTAL		PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
NORTHEAST REGION	131935	14143	16351	1982	99459	75%	65271	66%
New England Division	30104	2840	3633	470	23161	77	14787	64
Maine	4865	372	662	38	3793	78	2318	61
New Hampshire	2870	226	329	41	2274	79	1472	65
Vermont	1736	155	217	29	1335	77	906	68
Massachusetts	11741	1162	1246	241	9092	77	5661	62
Rhode Island	2121	206	208	41	1666	79	1103	66
Connecticut	6771	719	971	80	5001	74	3327	67
Middle Atlantic Division	101831	11303	12718	1512	76298	75	50484	66
New York	47484	5385	5946	836	35317	74	22916	65
New Jersey	16468	2124	1823	238	12283	75	7973	65
Pennsylvania	37879	3794	4949	438	28698	76	19595	68
NORTH CENTRAL REGION	192728	18384	24319	2430	147595	77	99097	67
East North Central Division	138007	14203	17652	1707	104445	76	70052	67
Ohio	37926	3819	5091	488	28528	75	19445	68
Indiana	19116	2035	2543	287	14251	75	9794	69
Illinois	33441	4027	4054	499	24861	74	16411	66
Michigan	31651	3229	3634	281	24507	77	15959	65
Wisconsin	15873	1093	2330	152	12298	77	8443	69
West North Central Division	54721	4181	6667	723	43150	79	29045	67
Minnesota	12057	711	1587	142	9617	80	6579	68
Iowa	9597	596	1015	137	7849	82	5451	69
Missouri	17159	1769	2149	229	13012	76	8438	65
North Dakota	1991	133	267	22	1569	79	1071	68
South Dakota	2397	140	262	40	1955	82	1389	71
Nebraska	5343	367	556	79	4341	81	2922	67
Kansas	6177	465	831	74	4807	78	3195	66

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-22 (CONTINUED)

	SERVICE: DOD			EDUCATION: TOTAL			PERCENT OF TOTAL, CONTRACTED
	TOTAL <u>EXAMS</u>	DISQUALIFIED	EXAMINEES <u>CONTRACTED</u>	QUALIFIED	OTHER	EXAMINEES <u>CONTRACTED</u>	
SOUTH REGION	264963	30729	28939	3562	201733	76%	127937
South Atlantic Division	130660	14629	13582	1847	100602	77	63204
Delaware	2144	219	212	29	1684	79	1038
Maryland	12737	1446	1433	168	9690	76	6267
D.C.	1753	342	156	39	1216	69	688
Virginia	18272	1955	1991	180	14146	77	8616
West Virginia	7596	951	863	81	5701	75	3659
North Carolina	20831	2554	2304	336	15637	75	9331
South Carolina	12093	1604	982	212	9295	77	5487
Georgia	19348	2322	1901	254	14871	77	9823
Florida	35886	3236	3740	548	28362	79	18295
East South Central Division	49732	6671	5636	745	36680	74	23568
Kentucky	11501	1319	1478	119	8585	75	5658
Tennessee	14379	1735	1698	194	10752	75	7180
Alabama	13972	1802	1621	229	10320	74	6648
Mississippi	9880	1815	839	203	7023	71	4082
West South Central Division	84571	9429	9721	970	64451	76	41165
Arkansas	8733	1248	954	105	6426	74	4277
Louisiana	15957	2038	1798	157	11964	75	7409
Oklahoma	9657	982	1418	115	7142	74	4735
Texas	50224	5161	5551	593	38919	78	24744
WEST REGION	132752	9630	16089	1905	105128	79	71241
Mountain Division	40867	2562	4837	613	32855	80	22314
Montana	3376	188	444	41	2703	80	1899
Idaho	3728	167	562	57	2942	79	2129
Wyoming	1656	60	183	23	1390	84	1102
Colorado	10110	599	1134	158	8219	81	5560
New Mexico	5271	411	691	74	4095	78	2753
Arizona	10552	774	1204	150	8424	80	5559
Utah	3335	200	338	64	2733	82	1699
Nevada	2839	163	281	46	2349	83	1613

TABLE A-22 (CONTINUED)

	SERVICE: DOD	EDUCATION: TOTAL		
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED
	MENTAL MEDICAL	OTHER	QUALIFIED	PERCENT OF TOTAL, CONTRACTED
<u>Pacific Division</u>				
Washington	91885	7068	11252	72273 79%
Oregon	14171	769	1907	11321 80
California	10214	569	1644	7925 78
Alaska	63187	5304	7034	49860 79
Hawaii	1248	92	154	986 79
	3065	334	513	33635 79
<u>U.S. SUBTOTAL</u>	722378	72886	85698	9879 553915 77
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, 7652 Guam, Puerto Rico and Virgin Islands)	2159	679	164	4659 61
UNKNOWN	1103	146	37	74 846 77
<u>TOTAL U.S. APPLICANTS</u>	731133	75191	86414	10117 559420 77%
				366363 65%
				50%
				31
				40

FIGURE A-1

Percent of FY 1986 Army Applicants
Aptitudinally Disqualified

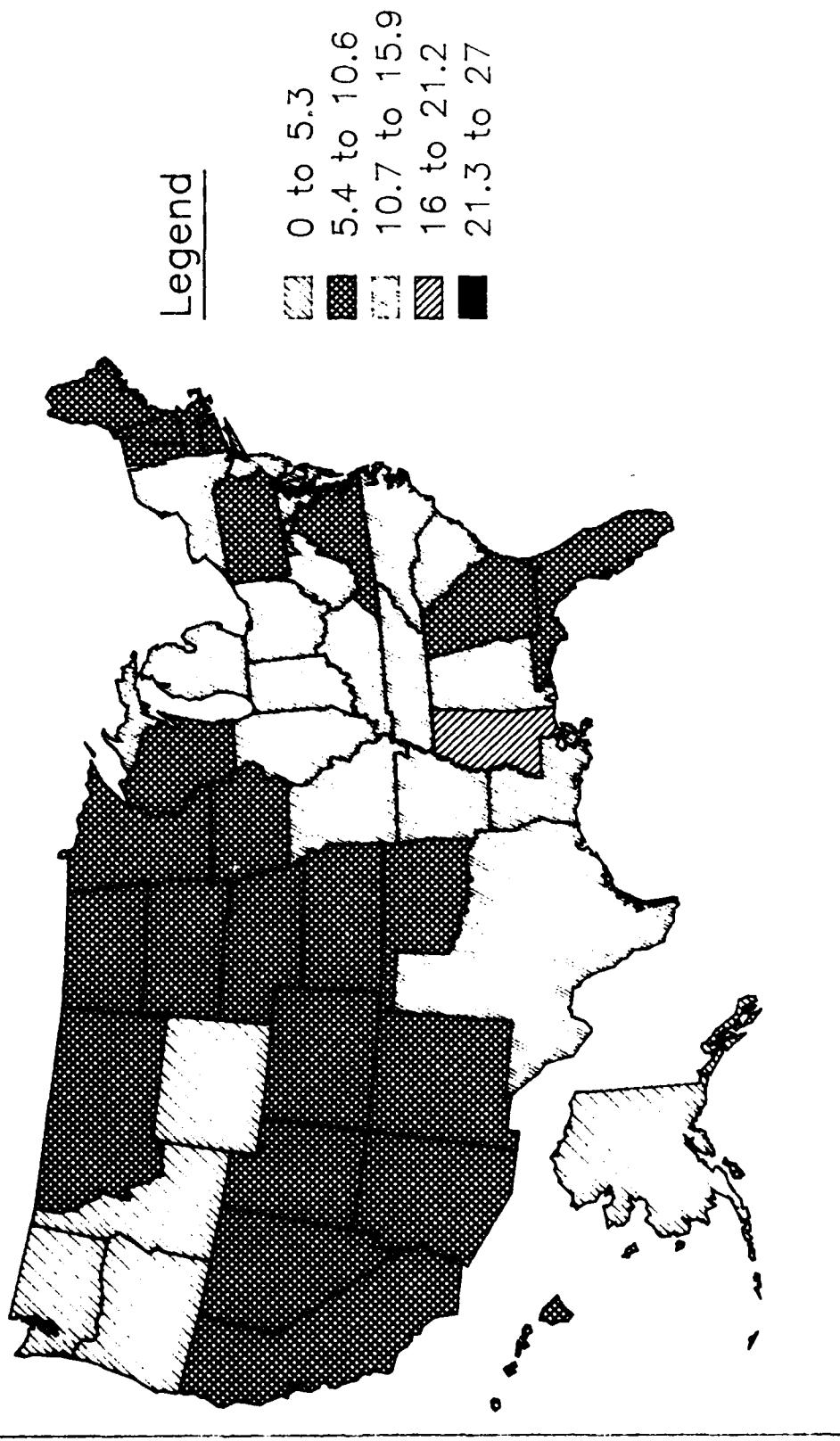


FIGURE A-2

Percent of FY 1986 Navy Applicants
Aptitudinally Disqualified

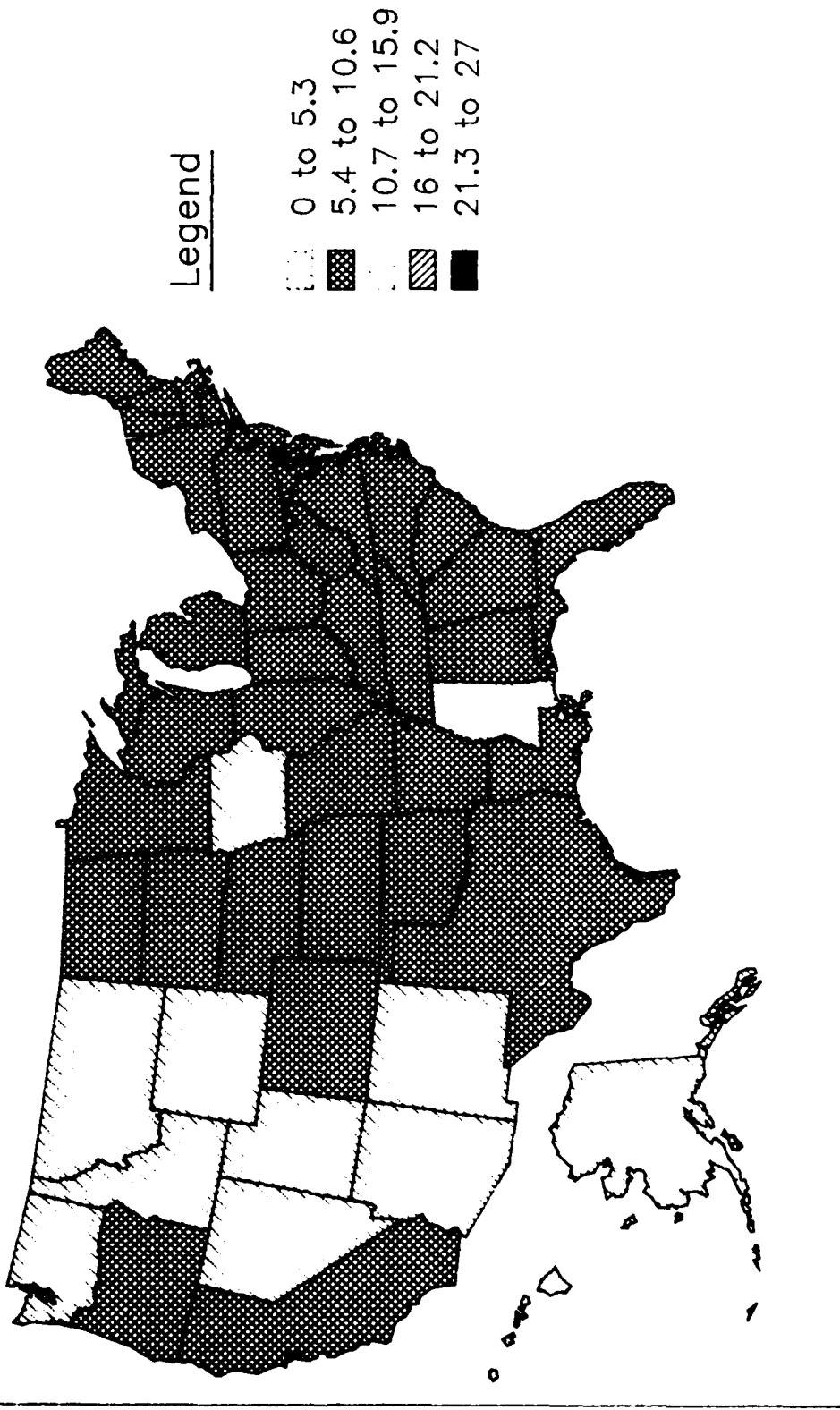


FIGURE A-3

Percent of FY 1986 Marine Corps Applicants
Aptitudinally Disqualified

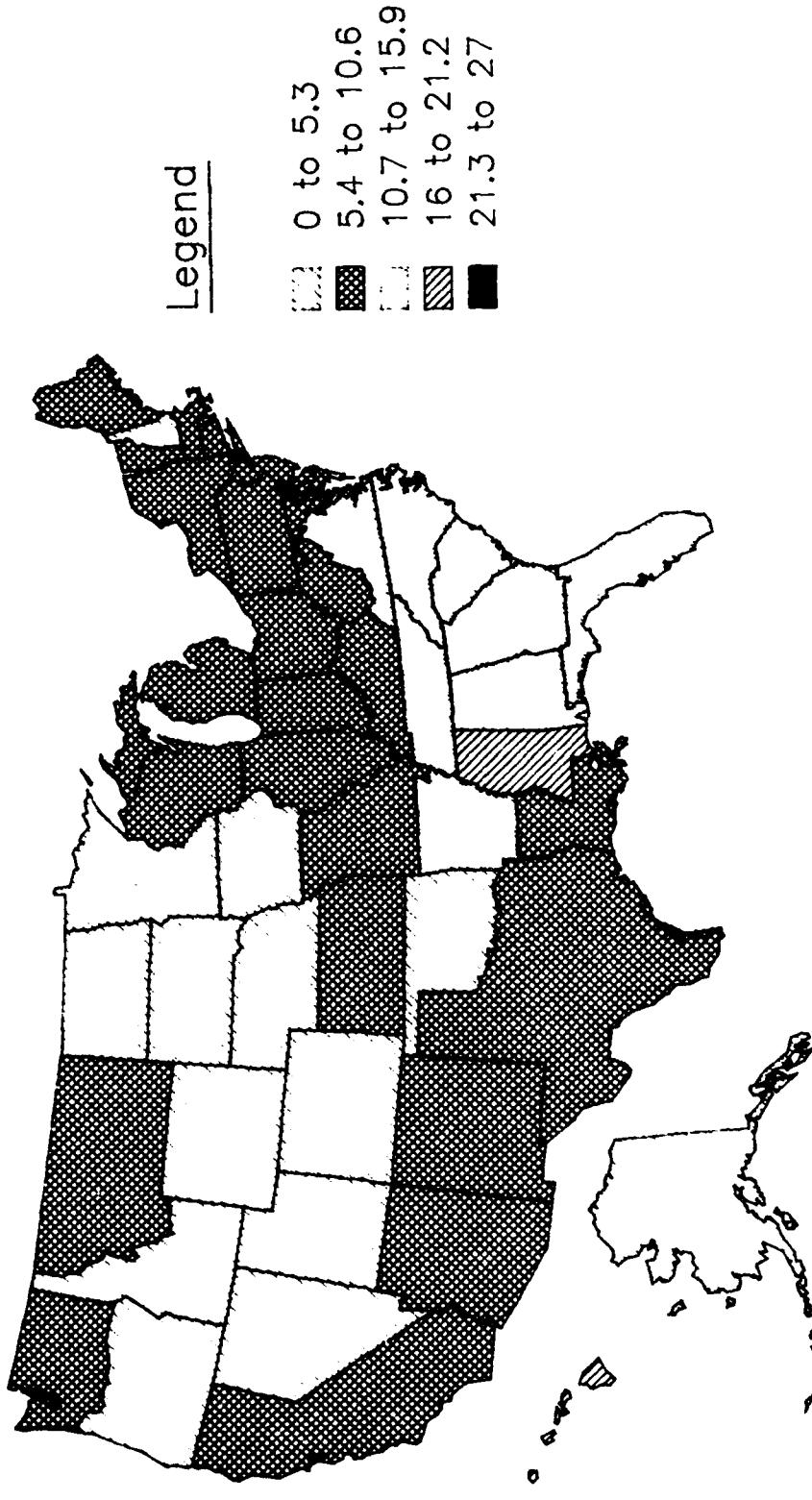


FIGURE A-4

Percent of FY 1986 Air Force Applicants
Aptitudinally Disqualified

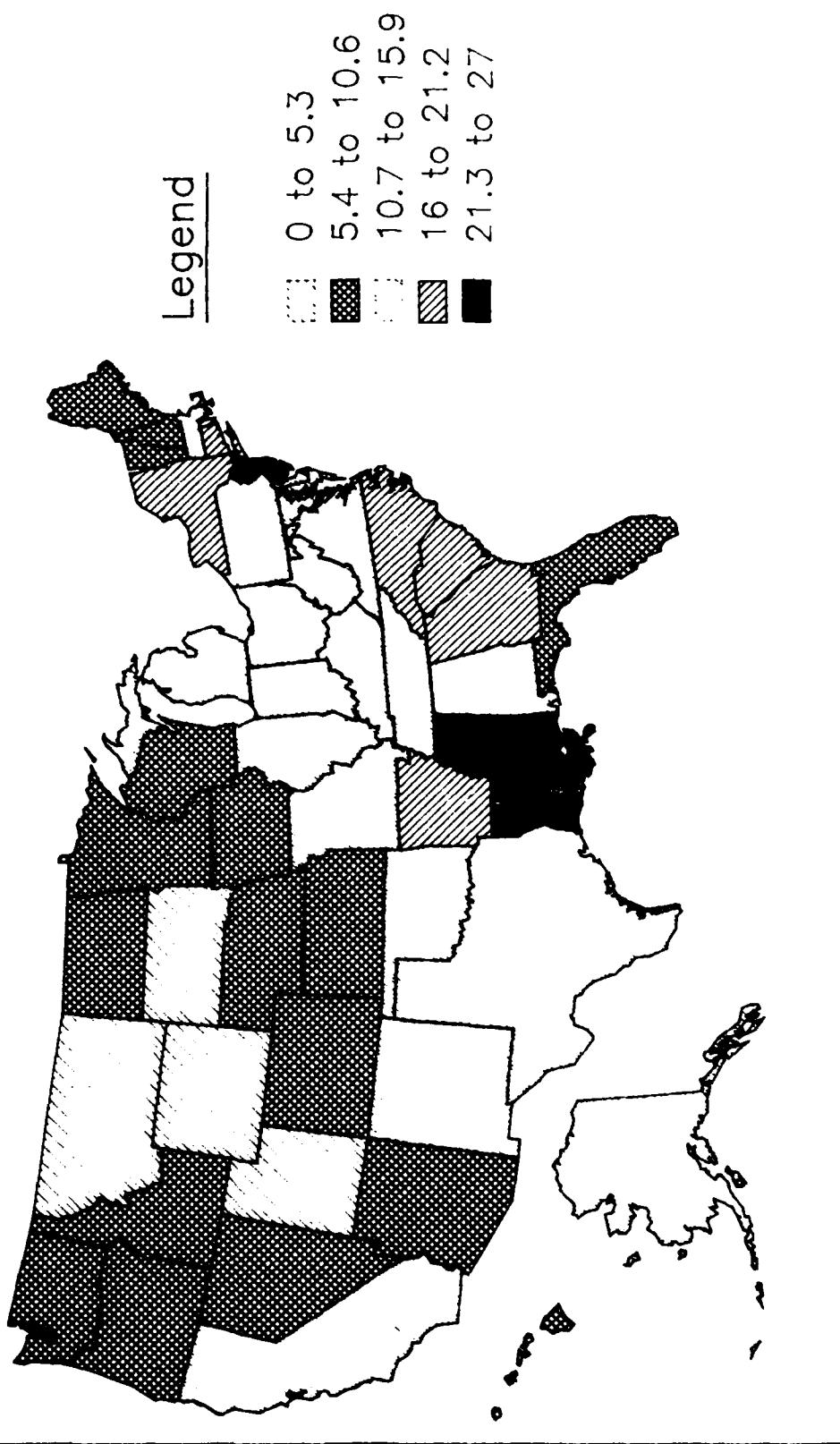


FIGURE A-5

Percent of FY 1986 Army Applicants
Medically Disqualified

Legend

■	0 to 3.9
▨	4 to 7.9
▨	8 to 11.9
▨	12 to 15.9
■	16 to 20

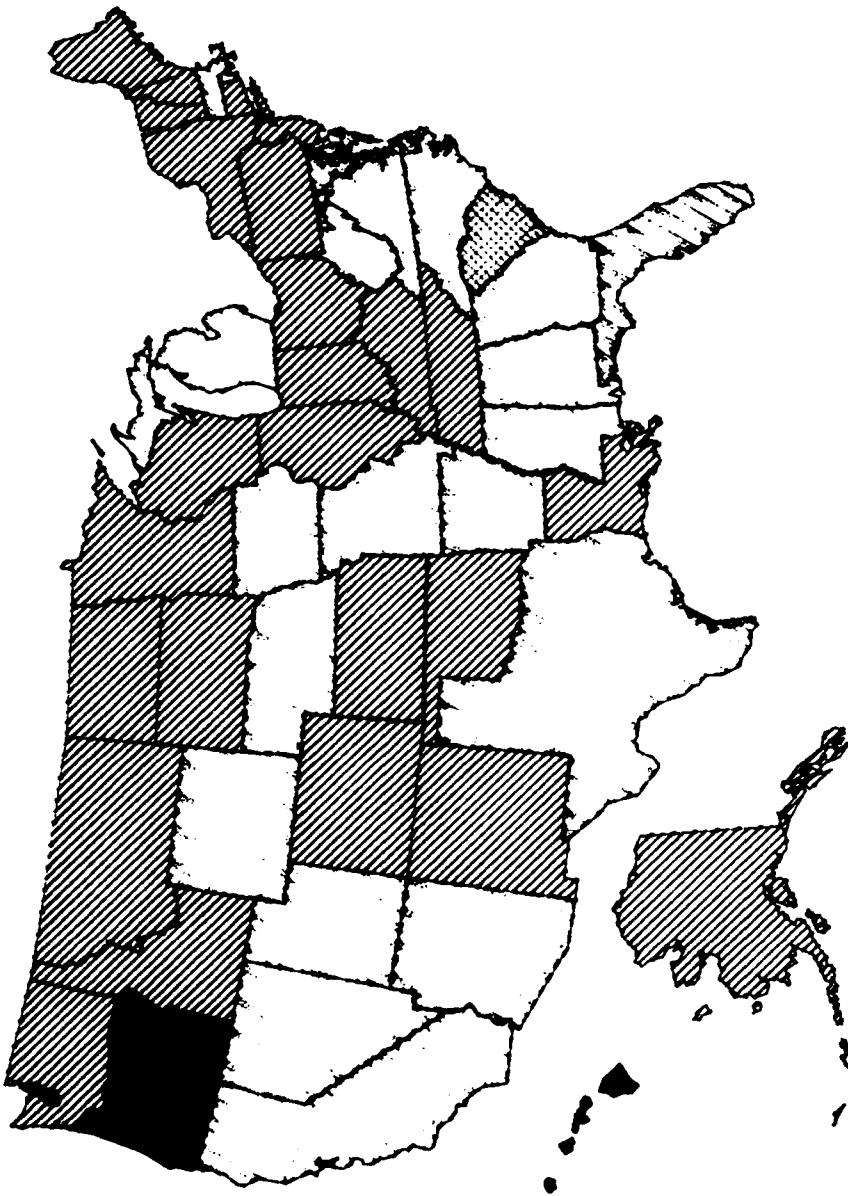


FIGURE A-6

Percent of FY 1986 Navy Applicants
Medically Disqualified

Legend

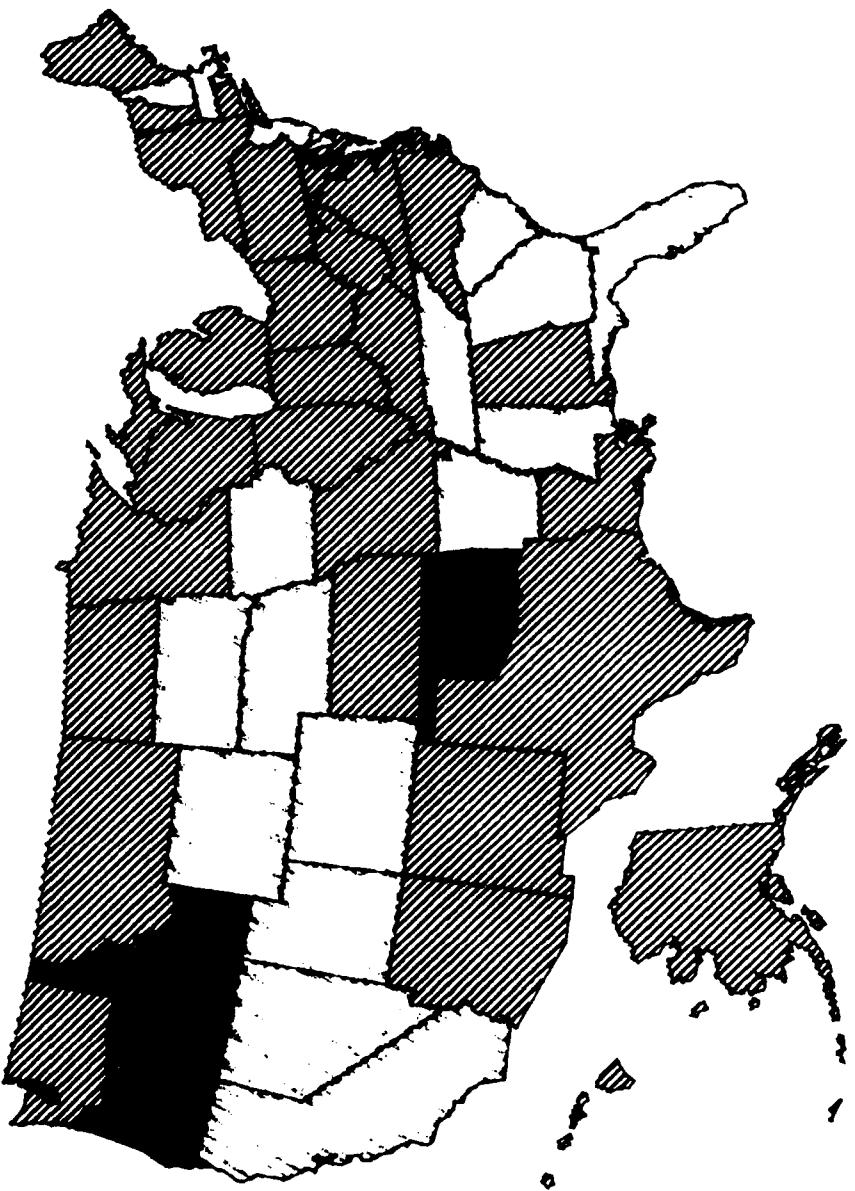
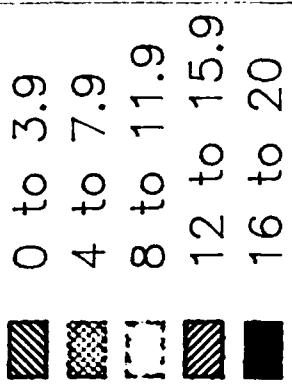


FIGURE A-7

Percent of FY 1986 Marine Corps Applicants
Medically Disqualified

Legend

■	0 to 3.9
▨	4 to 7.9
▨	8 to 11.9
▨	12 to 15.9
■	16 to 20



FIGURE A-8

Percent of FY 1986 Air Force Applicants
Medically Disqualified

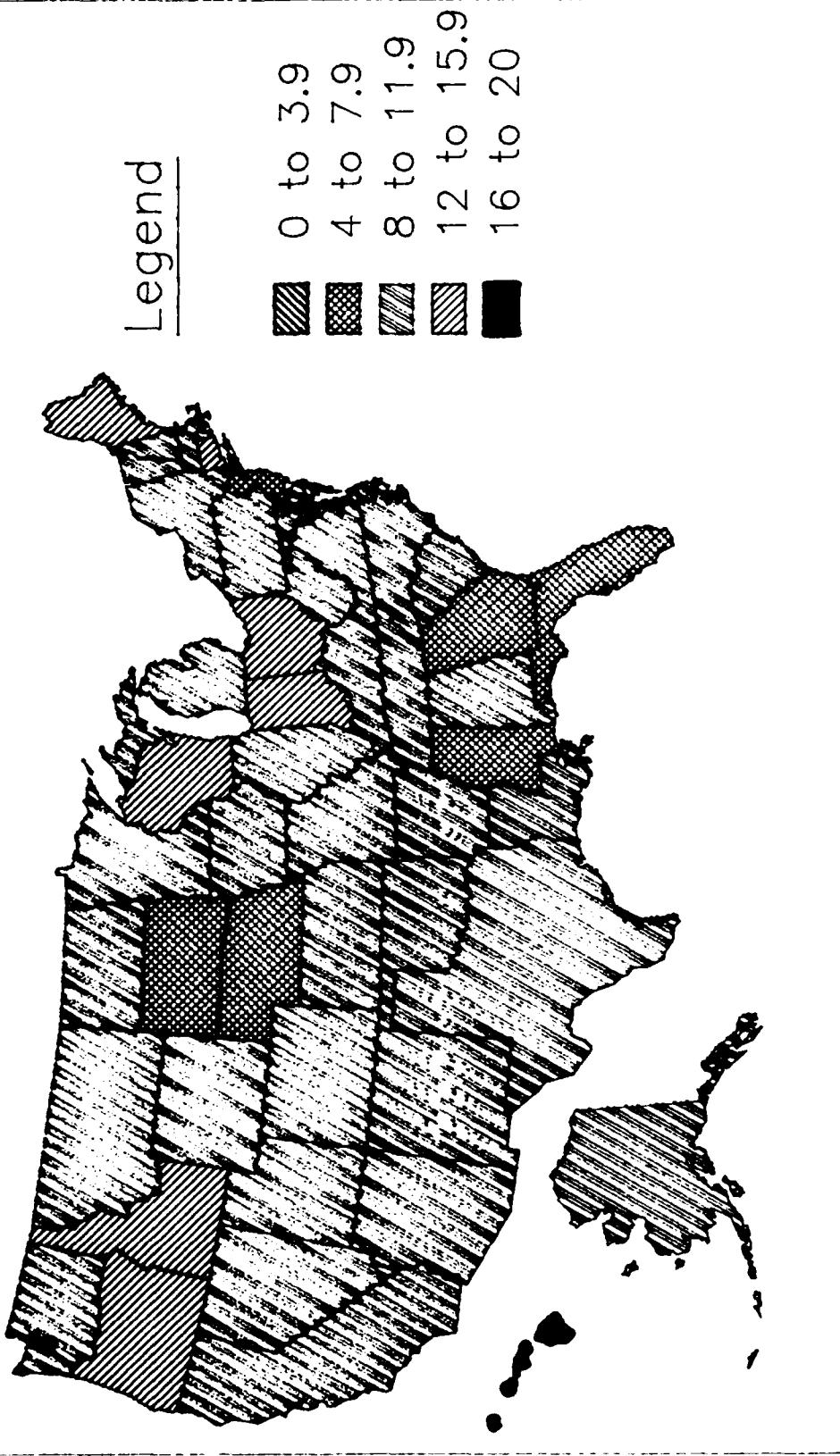


FIGURE A-9

Percent of FY 1986 Army Applicants
Disqualified for Other Reasons

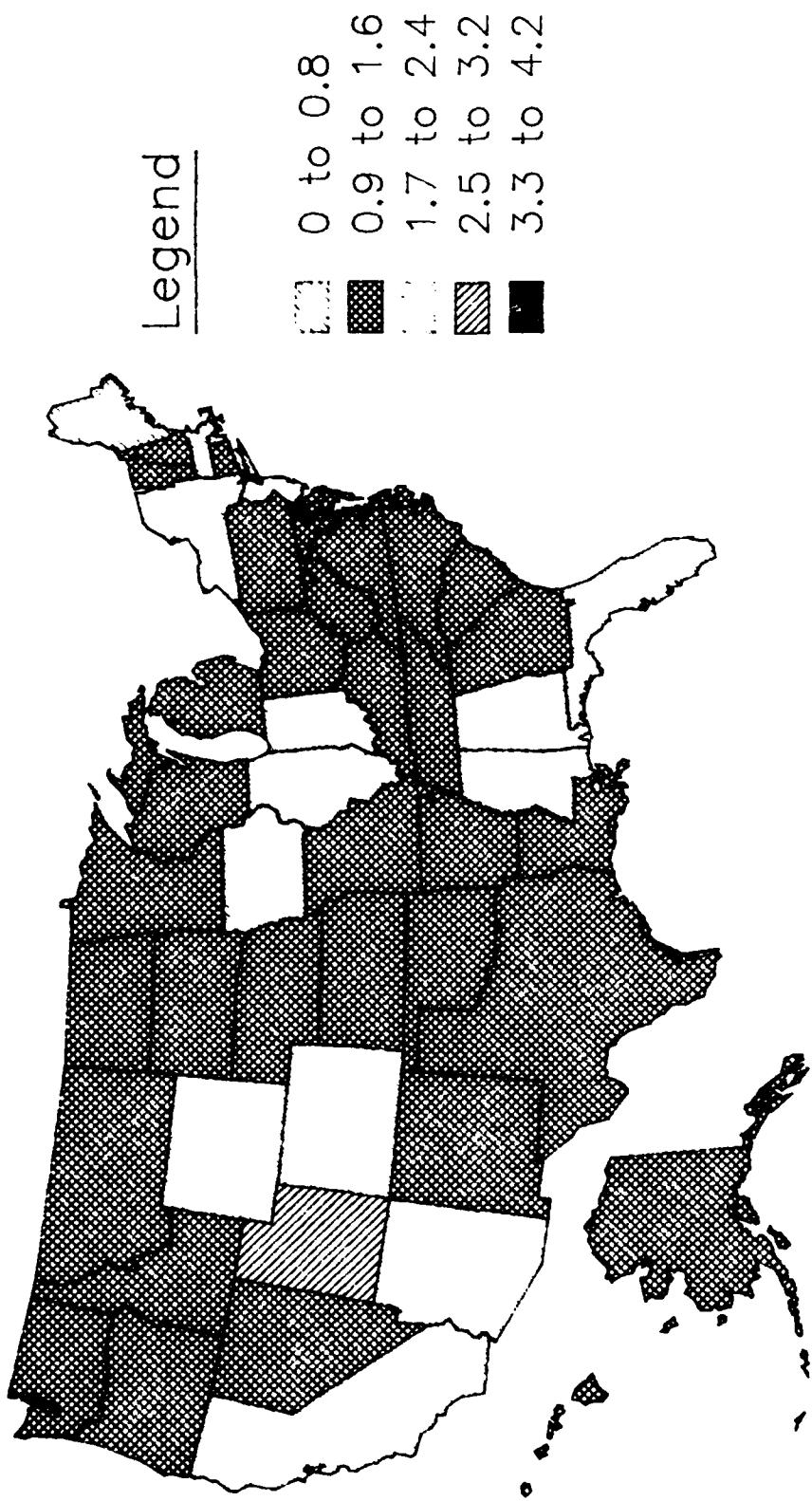


FIGURE A-10

Percent of FY 1986 Navy Applicants
Disqualified for Other Reasons

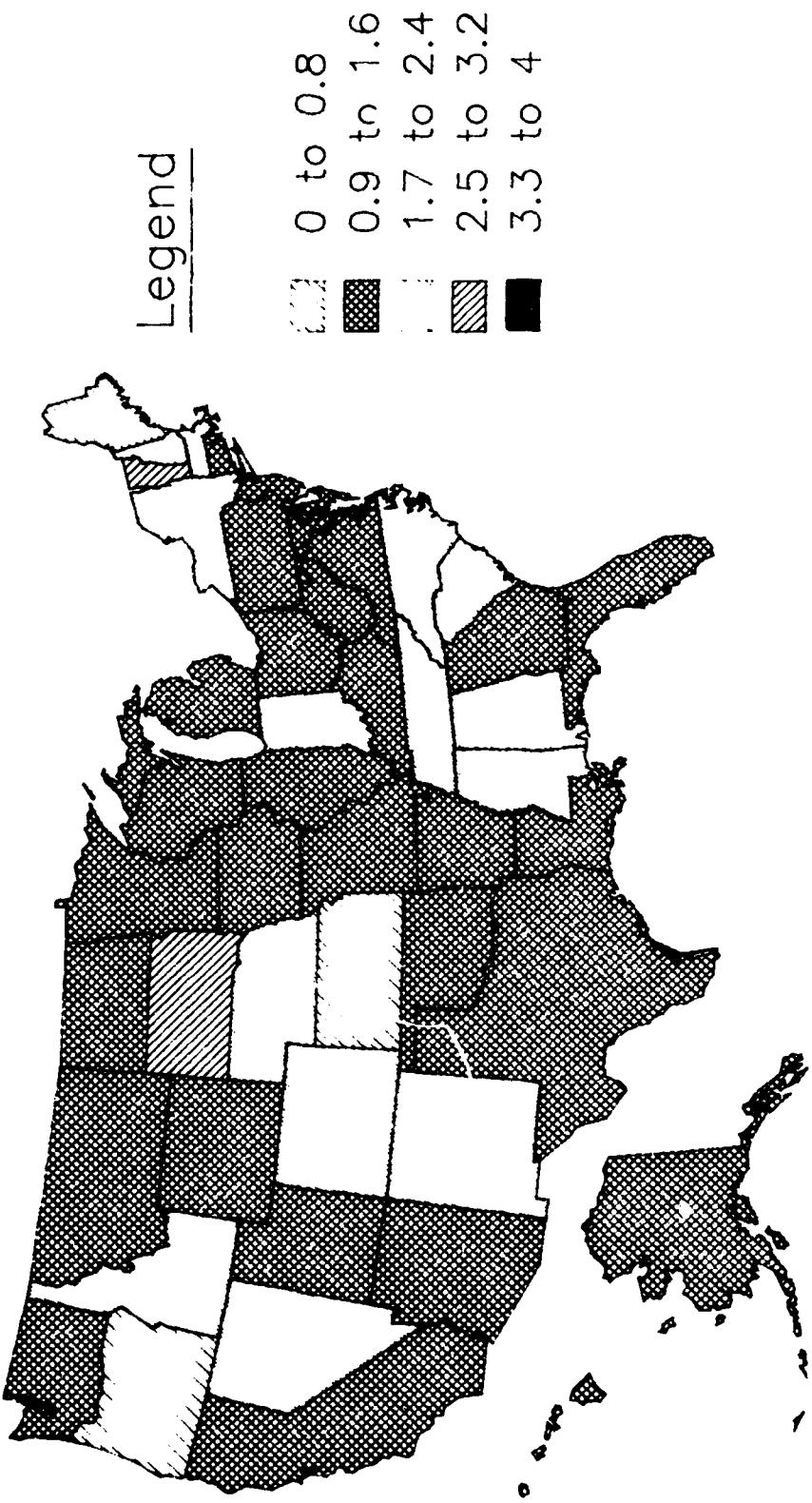


FIGURE A-11

Percent of FY 1986 Marine Corps Applicants
Disqualified for Other Reasons

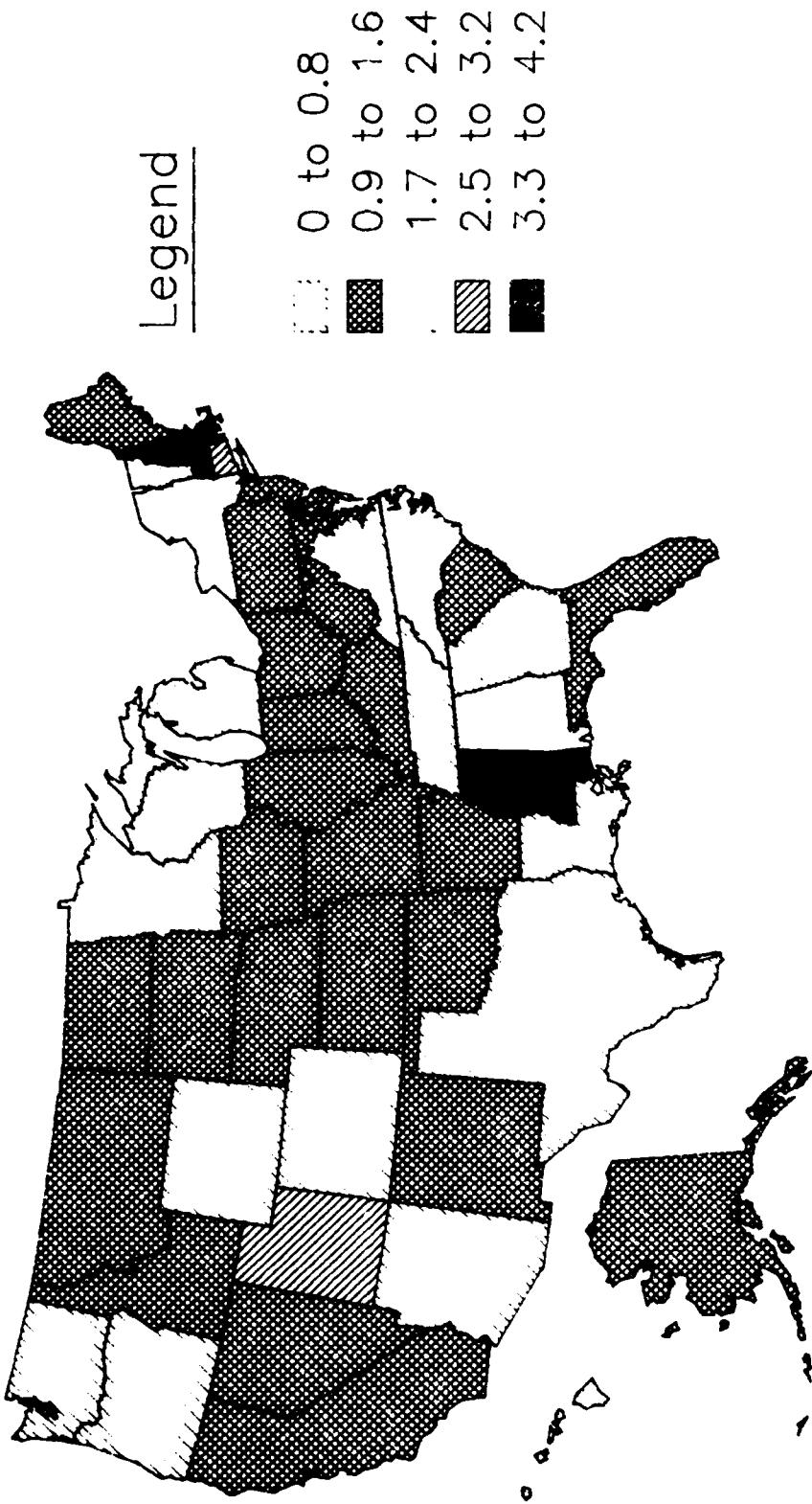
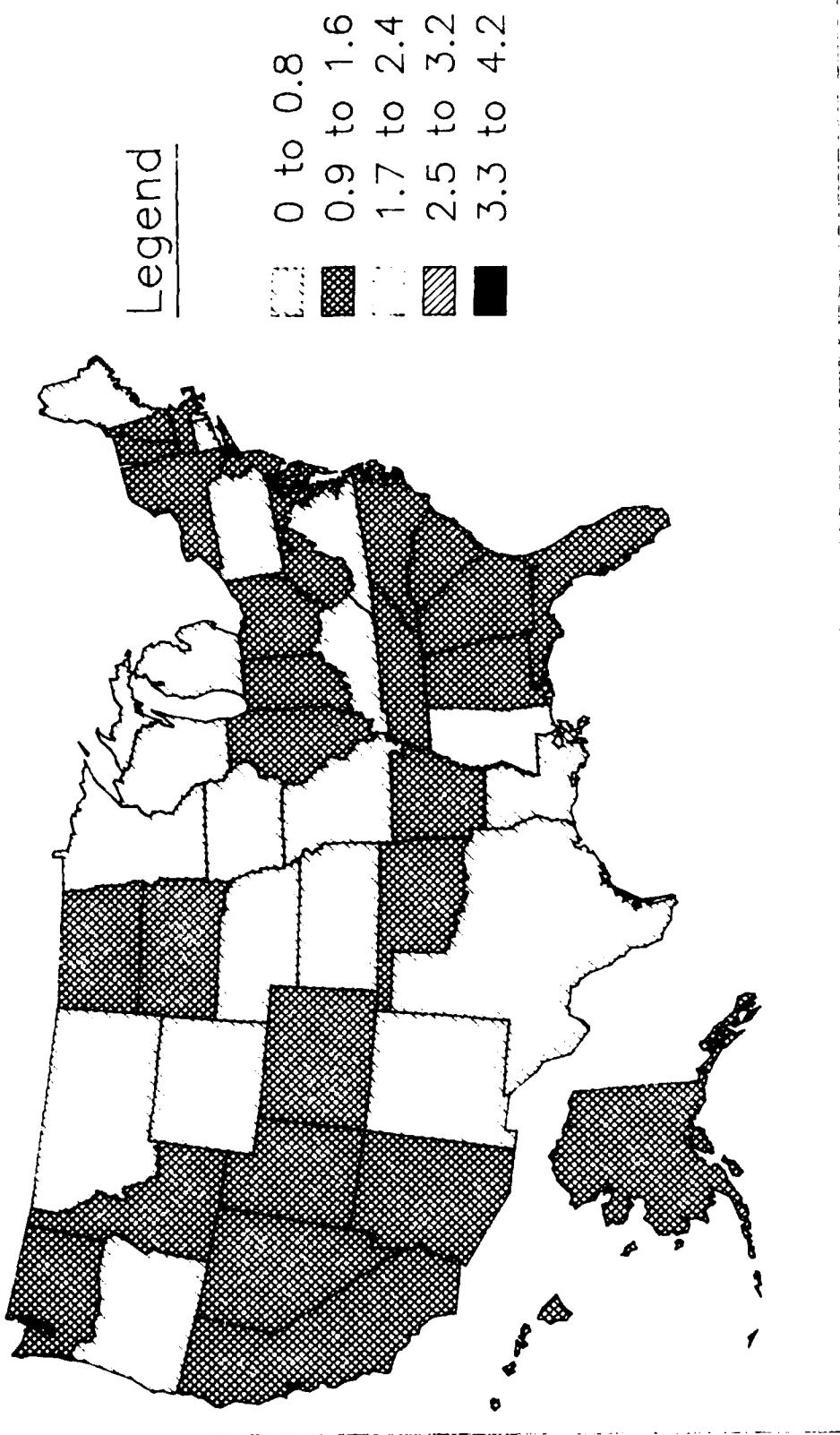


FIGURE A-12

Percent of FY 1986 Air Force Applicants
Disqualified for Other Reasons



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DATE

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